DOCUMENT RESUME

ED 031 154 HE 001 025

By-Scales, Eldridge E.
Academic and Professional Preparation of Faculty in Higher Institutions of the South.
Southern Association of Colleges and Schools, Atlanta, Ga.
Pub Date 69
Note-88p.
EDRS Price MF-$0.50 HC-$4.50
Descriptors-*Accreditation(Institutions), Certification, Evaluation Criteria, *Faculty, *Higher Education, Professional Education, Southern Schools, *Standards, *Teacher Qualifications

In the belief that accreditation policies and practices must be realistic and sensitive to the changing nature of higher education, the College Delegate Assembly of the Southern Association of Colleges and Schools --which adopted revised accreditation standards for southern colleges-- proposed an evaluation of the effectiveness of Illustration 3 of Standard 5. To determine whether the requirements of Illustration 3, which deal with the professional competency of faculty members, were being met by southern institutions, data were collected in the spring of 1967 from 8,492 faculty members at 141 public and private 2-year colleges and 51,411 faculty members at 329 public and private 4-year colleges and universities. Among other findings, it was revealed that all faculty members at both types of institutions do not hold advanced degrees. Seventy-three percent of the 2-year colleges have 40% or more teaching faculty members with 2 years of advanced study beyond the bachelor's degree, but only 3.1% of the 4-year institutions reported on teaching staff who were so prepared. In 150 of the 4-year colleges, the doctorate is held by 30% or more of the faculty, but 14 colleges reported no teachers holding doctor's degrees. Competency certification (as an endorsement of equivalent preparation) is more common among 2-year colleges than among 4-year institutions. It was concluded that although compliance varies among institutions, Illustration 3 is not being met successfully by any of the institutions studied. (WM)

ED031154

Academic and Professional Preparation of Faculty in Higher Institutions of the South

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

HE 001 025

Commission on Colleges
Southern Association of Colleges and Schools
Spring, 1969

Academic and Professional Preparation of Faculty in Higher Institutions of the South

Eldridge E. Scales
Director of Special Studies

Commission on Colleges
Southern Association of Colleges and Schools
795 Peachtree Street, N. E.
Atlanta, Georgia
30308

Commission on Colleges
Southern Association of Colleges and Schools

Executive Council

Laurence Chalmers, Vice President of Academic Affairs, Florida State University
Philip G. Hoffman, President, University of Houston
Jerome H. Holland, President, Hampton Institute
Kermit Johnson, Superintendent, Jefferson County Board of Education, Birmingham, Alabama
Richard Morely, President, Gulf Coast Junior College
Mereb Mossman, Dean of Faculty, University of North Carolina at Greensboro
Frank A. Rose, President, University of Alabama
Willis Tate, President, Southern Methodist University
Floyd Turner, President, Virginia Intermont College

Officers

Chairman: President Philip G. Hoffman, University of Houston
Secretary: President Floyd Turner, Virginia Intermont College
Executive Secretary: Gordon W. Sweet
Assistant Executive Secretary: Virginia Darnell
Associate Executive Secretary: John G. Barker
Associate Executive Secretary: David T. Kelly
Assistant Executive Secretary: Barry L. Mellinger
Director of Special Studies: Eldridge E. Scales

Table of Contents

	Page
Faculty Preparation in Two- and Four-Year Colleges: A Summary	1
Purpose of the Study	13
Method of the Study	15
The Two-Year College Faculty	17
The Four-Year Faculty	23
Appendix A: Inquiry Forms	31
Appendix B: Tables I through VIII	39

List of Tables

In Text		Page
Table 1	Percentage of Two-Year College Faculty Members Holding the Master's Degree by Teaching Department and Degree Field of Study	18-A
Table 2	Percentage of Two-Year College Faculty Members Holding the Doctor's Degree by Teaching Department and Degree Field of Study	18-B
Table 3	Number of Two-Year Colleges and Percentage of Faculty Members with Two or More Years of Advanced Study beyond the Bachelor's Degree	20-A
Table 4	Faculty Members in Two-Year Colleges by Size of Teaching Department and Years of Advanced Study	20-B
Table 5	Percentage of Four-Year College Faculty Members Holding the Master's Degree by Teaching Department and Degree Field of Study	22-A
Table 6	Percentage of Four-Year College Faculty Members Holding the Doctor's Degree by Teaching Department and Degree Field of Study	24-A
Table 7	Distribution of Four-Year Colleges by the Percentage of Teaching Members with Years of Advanced Study beyond the Bachelor's Degree	26-A
Table 8	Distribution of Four-Year Institutions by Percentage of Faculty Members Holding the Earned Doctor's Degree	26-B
Table 9	Number and Percentage of Four-Year College Teaching Members with Doctor's Degree by Teaching Department	27-A

In Appendix A

		Page
Form 1	Survey of Faculty Training - Two-Year Institutions	33
Form 2	Survey of Faculty Training - Senior Institutions	35
Form 3	Evidence of Competency Form	37

In Appendix B

		Page
Table I	Highest Degree Held by Two-Year and Four-Year College Faculty Members - - - - - - - - - - - - - -	40
Table II	Number and Percentage of Faculty Members in Two-Year Colleges Holding the Master's and Doctor's Degrees by Institutions - - - - - - -	41
Table III	Holders of Master's and Doctor's Degrees in Two- and Four-Year Colleges by Number in Degree Field and Percentage Teaching in Degree Field by Teaching Department - - -	45
Table IV	Percentage of Two-Year College Members Possessing Advanced Study beyond the Bachelor's Degree by Institution - - - - - - - - - - - - - - -	47
Table V	Number and Percentage of Two- and Four-Year College Faculty Members Holding Competency Certification by Teaching Department - - - - - - - -	51
Table VI	Number and Percentage of Faculty Members in Four-Year Colleges Holding the Master's and Doctor's Degrees by Institution - - - - - - - -	53
Table VII	Percentage of Faculty Members in Four-Year Colleges Holding Years of Advanced Study by Institution - -	62
Table VIII	Number and Percentage of Four-Year College Faculty Members by Size of Teaching Department and Years of Advanced Study - - - - - -	71

Faculty Preparation in Two- and Four-Year Colleges: A Summary

It is axiomatic in the field of accreditation that policies, practices, and Standards and Illustrations must, if they are to have the desired effects, take into account the extent to which they are realistic. For many years, the Commission on Colleges has applied the knowledge gained from research to the processes, procedures, policies, and practices of the Commission. One reason for this is that research provides the facts and framework needed to improve the accreditation in higher education.

If Standards and Illustrations are to be effective and are to remain sensitive to the changing status and nature of institutions and higher education itself, factual information must be known. It was to provide such information that this research was undertaken.

Authorized in the action of the College Delegate Assembly which adopted the Standards, there was included a proposal to study the effectiveness of Illustration Three of Standard Five of the revised Standards.

This study deals with faculties in two- and four-year colleges. Faculties in accredited colleges as well as those in colleges recognized as Correspondents and Candidates with the

Association were studied. The present report contains the analyses of data obtained from two sources: (1) 141 public and private two-year colleges with 8492 faculty members; and (2) 327 public and private four-year colleges and universities with 51, 411 faculty members responding.

Several basic questions were explored:

(1) What is the extent to which two- and four-year college teaching faculties hold advanced degrees (master's and doctor's) with specializations in the field in which they teach? ; (2) How many of the teaching faculty in the two-year college possess professional preparation equivalent to two years of advanced study beyond the bachelor's degree? ; (3) In the four-year institution how many of the teaching faculty possess preparation equivalent to three years of advanced study? ; (4) What is the professional preparation (advanced study beyond the bachelor's degree) of the membership of four-year college teaching departments? ; (5) What is the extent to which competency certification is held? ; and (6) What is the extent to which in-field teaching assignments are enjoyed by two- and four-year college faculty members?

Findings

Facts did emerge from this study. It is not possible to present them in detail; rather, summary statements and

general conclusions will be used.

The Two-Year College Faculty

What is the extent to which teaching faculty hold advanced degrees (master's and doctor's degrees) with specialization in the fields in which they teach?

The master's degree was held by 72.9 per cent of the 6133 two-year college faculty members. (See Table I, Appendix B.)

In descending order of frequency, the three teaching departments citing most master's degree holders were: English (1656); Social Sciences (929); and Education (781). These sums represented 27.0, 15.1 and 12.6 per cent of the total 6133 master's degree holders.

The degree fields of study most frequently studied were in descending order of magnitude: Education (30.2%); English (23.2%); and Social Sciences (13.3%). (See Table 1.) [1]

The doctor's degree was earned by only 4.8 per cent of two-year college teachers. The degree is not mandatory nor is the supply at hand. While Education was the only single field studied most often (24.7%), the departments of Social Sciences, English, and Physical Sciences reported the greater number of doctor's degree holders with 23.5, 18.3 and 9.0 per cent respectively. (See Table 2.)

The importance of faculty utilization as reflected by in-

---

1. References refer to tables in the complete text.

field teaching assignments was typified by the percentage of 66.3, the proportion of all two-year college teaching members, master's and doctor's degrees combined, who were enjoying in-field teaching assignments. (See Table III, Appendix B.)

How many of the teaching faculty possess professional preparation equivalent to two years of advanced study beyond the bachelor's degree?

The 8492 respondents who served on teaching faculties of the 141 two-year colleges possessing professional preparation equivalent to two years of advanced study beyond the bachelor's degree reportedly held 4273 (50.3%).

There were 103 colleges of the 141 total colleges (73.0%) with 40 per cent of their teaching faculties so qualified. (See Table 3; also see Table IV, Appendix B, for detail by institution.)

What is the professional preparation (advanced study beyond the bachelor's degree) of the membership of teaching departments?

The 1214 teaching departments and their 8492 members when partitioned by size of department and years of advanced study showed a slight trend for the percentage of instructors with no advanced study and one year of advanced study to increase as the size of the department increased. The proportion of teachers with three or more years of advanced study, however, tended to decrease as the size of the department

increased. (See Table 4.)

To what extent is competency certification held by two-year college faculty members?

Competency certification was utilized by these institutions. There were 1232 faculty members (14.6%) among seventeen departments who were certified for competency equivalent to two or more years of formal advanced study.

The three departments most frequently reporting competency certification of instructors were in order of descending magnitude: Computer Science (71.3%); Engineering (49.5%); and Health Professions (45.2%). (See Table V, Appendix B.)

The Four-Year College Faculty

What is the extent to which the teaching faculties in the four-year colleges hold advanced degrees (master's and doctor's degrees) with specializations in the fields in which they teach?

All faculty members in the four-year colleges did not hold the master's degree. The master's degree was held as the highest degree by 46.3 per cent of the 51,100 teachers. (See Table I, Appendix B.)

The three fields of study in which master's degrees were most frequently earned were: Education (25.8%); English (25.5%); and Social Sciences (12.9%).

The three teaching departments most often reporting instructors holding the master's degree were: English, Education, and Physical Sciences with 27.5, 19.2, and 7.6 per cent respectively.

Every institution reportedly did not include master's degree holders among its faculty. When considered by individual institutions, the number of faculty members with the master's degree ranged from a low of zero in college #222 to a high of 1249 in college #289. (See Table VI, Appendix B.)

The doctor's degree was earned and held by 38.4 per cent of the four-year college respondents. These instructors were most frequently reported in the three departments of Social Sciences (3033), Education (2502), and Physical Sciences (2488). These instructors represented the proportions of 15.5, 12.8, and 12.7 per cent of the total 19,592 doctor's holders reported. Military Science reported the fewest (3), .01 per cent.

The three fields of study most studied by these recipients of the doctorate were Social Sciences (16.9%), Education (14.5%), and Physical Sciences (13.3%). Computer Science was the one field least often pursued (0.005%). (See Table 6.)

The extent to which in-field teaching assignments were carried out with the combined group of four-year college teachers possessing master's and doctor's degrees is significantly greater than that followed by the two-year college group.

The percentage of 82.4 in the four-year college group is in striking contrast to the 66.3 per cent as found in the two-year group. Percentages of in-field teaching assignments in the four-year colleges ranged from a high of 90.9 per cent (Biological Sciences) to a low of 3.7 per cent (Computer Science). (See Table III, Appendix B.)

To what extent do teaching faculties in the four-year colleges possess professional preparation equivalent to two years of advanced study beyond the bachelor's degree?

There was 3.1 per cent (10 colleges) of the 327 institutions reported that held faculties in which forty per cent or more possessed the equivalent to two years of advanced study. (See Table 7. Also see Table VII in Appendix B for detail by each institution.)

To what extent do teaching faculties in the four-year colleges possess professional preparation equivalent to three years of advanced study beyond the bachelor's degree?

There were 107 (32.5%) institutions of the colleges and universities that reported faculties in which 60 per cent or more of their teaching members were distinguished by possessing professional preparation equivalent to three or more years of advanced study beyond the bachelor's degree. (See Table 7. See also Table VII, Appendix B.)

To what extent is the doctor's degree held by four-year college faculty members?

There were 150 colleges (45.8%) of the 327 colleges surveyed that reported faculties in which the doctorate was held by thirty per cent or more of their membership. (See Table 8. Also see Table VI, Appendix B.)

What is the professional preparation (a proportion of twenty-five per cent holding the earned doctorate) of the membership of teaching departments?

The total number of faculty members with the doctor's degree represented a proportion of 39.3 per cent of total department members. The department reporting the greatest number of doctorates was Physical Sciences with 69.5 per cent; the lowest of 1.0 per cent was found in Military Science. (See Table 9.)

The partitioning of the teaching department membership by size of department and years of advanced study gave high visibility to several trends. The percentage of instructors holding no advanced study, on the one hand, tended to increase as the size of the department increased. On the other hand, the proportion of department members holding three or more years of advanced study tended to decrease as the size of the department increased. (See Table VIII, Appendix B.)

To what extent is competency certification held by four-year college faculties?

The possession of competency certification is a characteristic of preparation more strikingly observed among two-year college teachers than among four-year college teachers. There were 6.1 per cent (3091) of the four-year faculty members who held competency certification. The Military Science Department held the greatest number of certified members with 32.3 per cent. (See Table V, Appendix B.)

In summary, there are varying degrees of compliance to Illustration Three of Standard Five. All teaching faculty members in two- and four-year colleges do not hold advanced degrees. All colleges do not report faculties in which at least forty per cent of the teaching faculty possess two years of advanced study beyond the bachelor's degree. Among the two-year colleges, in one hand, 73.0 per cent of the 141 colleges were distinguished with forty per cent or more of their teaching members so characterized. On the other hand, the four-year colleges reported only 3.1 per cent of the 327 institutions with faculties so characterized. All four-year colleges did not report teaching faculties with sixty per cent or more of their members with professional preparation equivalent to three years of advanced study beyond the bachelor's degree. The four-year college group yielded only 32.5 per cent (107)

of the colleges with teaching faculties so prepared. The doctor's degree was held by thirty per cent or more of the faculty in 150 of the 327 four-year colleges (45.8%). Indeed, fourteen of the colleges reported not one doctor's degree holder on the teaching faculty. Competency certification is an endorsement of equivalent preparation exercised more frequently among these two-year colleges than among four-year institutions (14.6 per cent and 6.1 per cent respectively).

In-field teaching assignments are enjoyed far more widely among four-year college teachers than among two-year college teaching faculty, 82.4 per cent and 66.3 per cent respectively. Only one department in both two- and four-year colleges, is included among the three departments most frequently making in-field assignments. That department is Biological Sciences.

Conclusion

Just as all two-year colleges do not seem to meet all specifics of Illustration Three, so do all of these four-year colleges appear to fail to meet all specifics.

A careful analysis of the findings seems to indicate a general failure rather than success of these two- and four-year institutions to meet Illustration Three as it presently is stated. Just as no two institutions meet each Standard

to the same degree and in the same way, so do institutions reveal a dissimilarity in meeting Illustration Three. Each institution differs from its sister institution.

The results of this research would seem to answer the basic questions of the study. Compliance is characterized by institutional variance in numbers and percentages of faculty members with advanced degrees and professional preparation at both the institutional and departmental levels.

Purpose of the Study

This study was conducted in an effort to determine how successful two-year colleges have been in meeting Illustration Three of Standard Five of the revised standards of the College Delegate Assembly of the Southern Association of Colleges and Schools. Authorized in the action of the College Delegate Assembly which adopted the Illustration, the study was developed under the direction of the Executive Council of the Commission on Colleges.

Illustration Three states that:

> All teaching faculty members should have advanced degrees (master's degree specialization in the fields in which they teach).
>
> In all colleges at least forty per cent of the teaching faculty should possess professional preparation equivalent to two years of advanced study beyond the bachelor's degree.
>
> In junior colleges, in any department composed of as many as four faculty members, at least one should possess professional preparation equivalent to three years of advanced study beyond the bachelor's degree.
>
> In senior colleges at least sixty per cent of the teaching faculty should possess professional preparation equivalent to three years of advanced study beyond the bachelor's degree and at least thirty per cent should hold the earned doctor's degree.
>
> In senior colleges in any department or division composed of as many as four or more faculty members, at least twenty-five per cent should have an earned doctorate. In any department or division offering a major field of concentration, at least one member or twenty-five per cent, whichever is greater, should hold the earned

doctorate in the area of concentration.

In creative or applied arts or in any highly specialized professional or technical field, eivdence of professional competency in the area of specialization is recognized and may be acceptable in lieu of advanced degrees.

The teaching faculty is a most important element in the educational process. If the quality of a faculty is to remain unscathed in the struggle for quantity, then preparation, continuing professional growth, and patterns of teaching assignments must be subjected to careful scrutiny.

Method of the Study

Early in the spring of 1967, two survey instruments were developed. These forms were designed to obtain particular information about the teaching faculty members in two- and four-year institutions.

Prior to the development of the final inquiry forms, draft copies were submitted to selected college and university administrators and instructors for review and evaluation. Revision and refinement based upon the reactions of these individuals resulted in the inquiry forms[1] that were used in the present study.

Copies of the inquiry forms were forwarded to public and private two- and four-year colleges and universities in the eleven states of the Southern Association of Colleges and Schools region. Each college was requested to complete and return the instrument to the central office.

Data utilized in this report reflect responses received from 141 two-year colleges and 329 four-year colleges. Complete and usable forms represented a grand total of 59, 903 faculty members: 8492 in two-year colleges and 51, 411 in four-year colleges.

Thre present report presents data and analyses designed

---

1. The inquiry forms are reproduced in Appendix B.

to provide answers to the pertinent question of how successfully two- and four-year colleges have been in meeting Illustration Three of Standard Five.

The Two-Year College Faculty

The Responding Two-Year College Faculty Group

The 8492 faculty members who responded to the faculty training survey inquiry form represented 141 public and private two-year colleges in eleven southeastern states. Faculty members are classified by type of institution and highest degree earned in Table I, Appendix B. As was expected, the master's degree was the degree most frequently reported (72.9%). The no degree and bachelor's degree category accounted for 18.6 per cent of the degrees held. The doctor's, professional, and associate degrees were reported held by 4.8, 3.6, and 0.1 per cent respectively.

What is the extent to which the teaching faculties in the two-year colleges under study hold advanced degrees (master's and doctor's) with specializations in the fields in which they teach?

Tables 1 and 2 present holders of master's and doctor's degrees respectively partitioned by degree fields of study and teaching departments. Although various degree fields of study were represented by the group, as shown in Table I, education was the one field most frequently studied. In descending order of frequency, the three degree fields of study most often pursued were: Education (30.2%); English (23.2%); and Social

Sciences (13.3%). Architecture and Computer Science were fields studied least frequently.

As might be expected, some teaching departments held more faculty members with the master's degree than others. In order of decreasing frequency, the three teaching departments most frequently reporting faculty members with the master's degree were: English (1656); Social Sciences (929); and Education (781) with 27.0, 15.1, and 12.6 per cent of all master's degree holders, respectively.

Faculty members holding the doctor's degree are not found in great numbers in the two-year college. The degree is not mandatory nor is the supply at hand. The doctorate was held, as noted in Table 2, by 409 (4.8%) two-year college teachers. The one single field of study most frequently studied by those faculty members who held the earned doctorate was Education (24.7%). The three degree fields of specialization which were studied most frequently were: Education (24.7%); English (14.4%); and Social Sciences (13.4%).

The three teaching departments in which holders of the doctor's degree were found in greater numbers were: Social Sciences (96), English (75), and Physical Sciences (37) representing 23.5, 18.3, and 9.0 per cent respectively of the 409 doctorate holders.

The number and percentage of faculty members possessing

Percentage of Two-Year College Fac
by Teaching Departm

Teaching Department	Total Number	Per cent of Total	Per cent o							
			Agr.	Arch.	A&S	Biol. Sc.	Bus.	Com. Sc.	Ed.	E
Agriculture	46	0.8	52.2			13.3			30.0	
Architecture	4	0.1		—					75.0	
	0				—					
Biological Sciences	236	3.8	3.0			78.8	0.4		12.7	
Business/Commerce	517	8.4	0.4				32.5		57.6	
Computer Science	23	0.4						4.3	43.5	
Education	781	12.6	0.1			0.1	2.6		87.1	
Engineering	135	2.2	1.5	0.7	0.7		3.7		46.7	
English/Journalism	1656	27.0			0.1	0.1	0.2		17.1	
Foreign Language	268	4.4					0.4		8.2	
Health Professions	93	1.5					1.1		35.4	
Home Economics	49	0.8	2.04			2.04			14.3	
Mathematics	582	9.5	0.3			0.7	0.2		18.2	
Physical Sciences	249	4.1				6.4			16.1	
Psychology	153	2.5					1.3		39.2	
Religion	79	1.3				1.3			5.1	
Social Sciences	929	15.1	0.3			0.1	1.2		16.1	
Administration	333	5.4	2.7			37.2	0.3		15.9	
Total	6133		51	1	2	342	214	1	1857	
Per cent		100.0	0.8	0.01	0.04	5.6	3.5	0.01	30.2	

Table 1

ege Faculty Members Holding the Master's Degrees
Department and Degree Field of Study

r cent of Master's Degrees Earned in Field of Study

Ed.	Engr.	Eng.	For. Lang.	Health Prof.	Home Ec.	Math.	Phys. Sc.	Psych.	Rel.	Soc. Sc.	Adm.	Total
												100.00
30.0	2.2				2.2							100.00
75.0										25.0		
12.7				0.4			1.3			0.4	3.0	100.00
57.6	0.6	1.2	0.2			0.2		0.6	0.2	6.5		100.00
43.5	4.3					34.8	8.7			4.4		100.00
87.1	1.2	3.7	0.3	0.1	0.4	0.8		1.2	0.3	2.0	0.1	100.00
46.7	28.9	2.2		0.7		3.0	6.7	1.5		3.7		100.00
17.1	0.1	78.6	1.4			0.1		0.2	1.2	0.9		100.00
8.2		16.8	69.7			0.4		0.4	1.9	2.2		100.00
35.4				60.2			1.1	1.1	1.1			100.00
14.3	2.04				75.6							100.00
18.2	4.3	1.5				70.8	2.7	0.2	0.5		0.5	100.00
16.1	5.6					0.8	64.7			1.2	5.2	100.00
39.2		2.6						43.1	3.3	10.5		100.00
5.1	1.3	16.4	1.3					1.3	63.2	10.1		100.00
16.1		1.0	0.4	0.2	0.4	0.1	0.1	2.4	1.8	75.5	0.3	99.9
15.9	2.1	0.3		0.3	0.9	6.9	25.2		0.3	1.5	6.3	99.9
1857	102	1421	219	62	50	459	277	109	105	813	48	
1 30.2	1.7	23.2	3.5	1.0	0.8	7.5	4.5	1.8	1.7	13.3	0.8	

Percentage of Two-Year College Fac
by Teaching Departm

Teaching Department	Total	Per cent of Total (N=409)	Per cent of Faculty with					
			Agr.	Biol. Sc.	Bus./ Com.	Ed.	Engr.	Eng.
Agriculture	7	1.7	57.1	14.3		28.6		
Biological Sciences	31	7.6	6.5	90.3		3.2		
Business/Commerce	16	3.9	6.2		18.8	50.0		6.2
Education	34	8.3	2.9		2.9	76.5		5.9
Engineering	7	1.7				14.3	14.3	
English/Journalism	75	18.3		1.3		18.7		69.3
Foreign Language	18	4.4				5.6		5.6
Health Professions	4	1.0		75.0		25.0		
Mathematics	16	3.9				31.2		
Podiatry	0	0.0						
Physical Sciences	37	9.0		10.8		5.4	5.4	
Psychology	24	5.9				50.0		
Religion	20	4.9				10.0		5.0
Social Sciences	96	23.5			1.0	23.95		2.1
Administration	24	5.9	4.2	41.6		12.5	4.2	
Total	409		9	47	5	101	4	59
Per cent		100.00	2.2	11.5	1.2	24.7	1.0	14.4

ble 2

lty Members Holding the Doctor's Degree
t and Degree Field of Study

the Doctor's Degree in Field of Study

For. Lang.	Health Prof.	Math.	Pod.	Phys. Sc.	Psych.	Rel.	Soc. Sc.	Admin.	Total
									100.00
									100.00
							18.8		100.00
					11.8				100.00
				71.4					100.00
5.3					1.3	2.7	1.3		99.99
83.2							5.6		100.00
									100.00
		56.3		12.5					100.00
									0.00
				78.4					100.00
					50.0				100.00
15.0						65.0	5.0		100.00
			1.0		15.6	4.2	51.0	1.0	99.99
				33.3		4.2			100.00
22		9	1	44	32	20	55	1	
5.4		2.2	0.2	10.8	7.8	4.9	13.4	0.2	

the master's and doctor's advanced degrees in each two-year institution are detailed in Table II, Appendix B.

A most important single element of faculty utilization is the extent to which teaching assignments are made in the degree field of study. When two-year college holders of master's and doctor's degrees were combined into a single group and teaching department assignments considered in terms of degree field of specialization, a measure of in-field teaching was obtained. Results of this measurement are reflected in Table III, Appendix B.

In-field teaching assignments ranged from a low of 4.3 per cent in the Computer Science department to a high of 86.7 per cent in the Education department. The three departments showing the most frequent incidence of in-field assignments were Education (86.7%), Biological Sciences (80.1%), and Home Economics (79.6%).

When in-field teaching assignments of the total two-year college faculty group were considered, a percentage of 66.3 of all instructors were enjoying in-field teaching assignments.

What proportion of the teaching faculty in two-year colleges possesses professional preparation equivalent to two years of advanced study beyond the bachelor's degree?

Among the 8492 respondents who serve on teaching

faculties in 141 two-year colleges, 50.3 per cent possessed professional preparation equivalent to two or more years of advanced study beyond the bachelor's degree. As shown in Table 3, there were 103 colleges, 73.0 per cent of the 141 colleges, with 40 per cent or more of their teaching faculties so qualified. These colleges were ones in which the forty per cent criterion set forth in Illustration Three was met or exceeded. In contrast, 38 institutions (27.0% of the 141 colleges) reported faculties in which not more than 39 per cent of their faculties held two or more years of advanced study.

Only five colleges held faculties in which 90 to 100 per cent possessed two or more years of advanced study beyond the bachelor's degree.

Table IV, Appendix B, details by institution the percentage of faculty with two years or more advanced study and three years or more of advanced study.

What is the professional preparation (advanced study beyond the bachelor's degree) of the membership of teaching departments?

The 1214 departments identified in this study represented 8492 faculty members. They are classified by size of department and years of advanced study as presented in Table 4. Regardless of size of the department, the total greatest proportion of members (36.4%) possessed one year of advanced study beyond the

Table 3

Number of Two-Year Colleges and Percentage of Faculty Members with Two or More Years of Advanced Study beyond the Bachelor's Degree

Per cent of Faculty with Two or More Years of Advanced Study	Number of Colleges (N=141)
95-100	2
90-94	3
85-89	2
80-84	6
75-79	8
70-74	13
65-69	4
60-64	17
55-59	11
50-54	13
45-49	16
40-44	8
35-39	9
30-34	12
25-29	5
20-24	5
15-19	5
10-14	1
5-9	0
0-4	1

Table 4

Faculty Members in Two-Year Colleges by Size of Teaching Department and Years of Advanced Study

Size of Department	Number of Departments	Years of Advanced Study	Instructors	
			Number	Per cent
1-3	235	0	113	10.9
		1	322	31.2
		2	305	29.6
		3+	292	28.3
		Sub-Total	1032	100.0
4-6	290	0	180	12.6
		1	520	36.5
		2	394	27.7
		3+	329	23.1
		Sub-Total	1423	99.9
6 or more	389	0	834	13.8
		1	2250	37.3
		2	1674	27.7
		3+	1279	21.2
		Sub-Total	6037	100.0
Total	1214		8492	

bachelor's degree; the total smallest proportion (13.2%) fell into the zero years of advanced study category.

The total number of instructors holding no years of advanced study and one year of study tended to increase as the size of the department increased. At the same time, however, there was a trend for the percentage of department members with three or more years of advanced study to decrease as the size of the department increased.

It would seem that to assure a minimum of one faculty member with professional preparation equivalent to three years of advanced study beyond the bachelor's degree in the teaching departments of 4 or more members, adequate numbers of faculty members so qualified is not a concern. Rather, if distributed equitably, all departments, regardless of size, probably would be supplied adequately with members possessing three years of advanced study. However, supply and demand and the problem of equal distribution are compounded by the factors of salaries, location, and institutional reputation and character.

To what extent is competency certification held by two-year college faculty members?

As shown in Table V, in Appendix B, there were 1232 faculty members (14.6%) in seventeen departments who were certified by competency, equivalent to two or more years of

advanced study. In order of descending magnitude the departments citing most frequently competency certification of faculty members were Computer Science (71.3%), Engineering (49.5%), and Health Professions (45.2%).

Since it is assumed that competency certification is the equivalent of two years of advanced study, when this number was added, the proportion of faculty holding professional preparation of a master's degree reached 80.2 per cent.

Table 5

Percentage of Four-Year College Faculty Membe
by Teaching Department and Degre

Teaching Department	Total Members	Per Cent of Total	Per Cent of Master's Degrees Ear							
			Agric.	Arch.	A&S	Biol. Sci.	Bus.	Comp. Sci.	Edu.	Engr.
Agric.	307	1.3	67.1	0.3		4.9	2.6		16.3	2.9
Arch.	209	0.9	2.4	67.5						5.7
A & S	9	0.03				11.1				
Biol. Sci.	682	2.9	2.2			85.3	0.1		6.8	
Bus.	1272	5.4	0.8				47.9	0.2	29.5	1.7
Comp. Sci.	32	0.1					12.5	3.1	6.3	31.3
Educ.	4548	19.2	0.04	0.04	0.02	0.4	1.8		85.8	0.2
Engr.	1006	4.3	0.4	0.4		0.1	0.9	0.2	13.4	76.0
Eng/Jour.	6513	27.5	0.03	0.06	0.04	0.04	0.2		11.4	0.2
For. Lang.	1425	6.0				0.1	0.1		3.6	
Health Prof.	553	2.3				2.7	0.2		14.3	
Home Econ.	596	2.5	0.7			4.4	0.5		24.6	0.5
Law	9	0.03							22.2	
Math	1796	7.6	0.2			0.3	0.4		6.6	2.1
Milt. Sci.	24	0.1					8.3		33.3	16.6
Phys. Sci.	832	3.5	0.7	0.1	0.1	2.4	0.2		8.3	3.0
Psyc.	509	2.2				0.2	0.2		34.6	
Relig.	284	1.2					0.7		5.3	0.4
Research	5	0.02								
Soc. Sci.	2901	12.3	0.6	0.1		0.2	2.3		5.2	0.2
Admin.	136	0.6				26.5	0.7	0.7	19.9	2.9
	23,648		270	155	5	732	815	7	6092	921
		100.0	1.2	0.7	0.02	3.1	3.4	0.02	25.8	3.9

Members Holding the Master's Degree
d Degree Field of Study

ees Earned in Field of Study

Engr.	Eng/ Jour.	For. Lang.	Health Prof.	Home Econ.	Law	Math	Mil. Sci.	Phys. Sci.	Psy.	Rel.	Res.	Soc. Sci.	Admin.	Total
2.9				1.6				0.3			0.3	3.3	0.3	99.9
5.7	12.0											12.4		100.0
				77.8				11.1				0.1	1.7	100.0
	0.9	0.1	1.3					0.7	0.1	0.6		11.6	0.2	99.9
1.7	5.1	0.2	0.2	0.2	0.2	1.5		0.1	0.6	0.1		3.1	3.1	100.0
31.3						34.4		3.1		3.1		2.5	0.2	100.0
0.2	4.4	0.4	0.4	0.7		0.8		0.2	1.7	0.2	0.05	0.8	0.3	99.9
76.0	0.4	0.1	0.4	0.1		3.6	0.1	2.7	0.1			1.0	0.03	100.0
0.2	85.2	0.9		0.07	0.01	0.1		0.04	0.3	0.4	0.01	1.6		99.9
	9.6	83.7		0.1	0.2			0.1	0.2	0.6		1.1	0.2	99.9
	1.1		75.6	1.1		0.2		1.1	2.4			1.0	0.2	100.0
0.5	1.2		0.2	65.8					0.7	0.2		11.0		100.0
	33.3				33.3							0.3	0.2	99.9
2.1	0.2	0.2	0.1			86.2		2.9	0.1	0.2	0.1	33.3		99.9
16.6							4.2			4.2		2.4	1.6	99.9
3.0	0.1					3.1		77.9				5.5		100.0
	0.4	0.2	0.2	0.4		0.5			57.4	0.4		3.5		100.0
0.4	3.2	1.8						1.4	1.1	82.6		60.0		100.0
		40.0										88.3		99.9
0.2	0.4	0.2	0.2	0.1	0.2	0.1		0.4	0.6	0.8			5.9	99.9
2.9	0.7	0.7				13.3		27.9	0.7					
921	6025	1296	460	460	14	1711	2	812	443	319	5	3046	54	
3.9	25.5	5.5	1.9	1.9	0.05	7.2	0.009	3.3	1.9	1.3	0.02	12.9	0.2	

The Four-Year College Faculty

The respondents representing faculty members in four-year higher institutions were 51, 411 men and women representing 329 colleges and universities. They are detailed by highest degree held in Table I, Appendix B. As might be anticipated, the proportion of faculty members holding the various degrees differed sharply from those percentages observed among the two-year faculty members. The master's degree as the highest degree held was reported by 46. 3 per cent of the group and the doctor's degree by 38. 3 per cent. Ten per cent of the group reportedly held neither degree nor bachelor's degree. The professional and associate degrees accounted for 4. 4 and 0. 4 per cent respectively.

What is the extent to which the teaching faculties in the four-year colleges hold the master's degree with specializations in the fields in which they teach?

As presented in Table 5, there were 23, 648 faculty members (46. 3% of all four-year college teaching members) in the 329 institutions who held the master's degree as their highest degree. The three teaching departments reporting most frequently master's degree holders were in descending order of magnitude: English (6513); Education (4548); and Social Sciences (2901). Research reported the fewest (5).

Although master's degrees were earned in a variety of

fields, the three fields of study reportedly studied most frequently were: Education (25.8%); English (25.5%); and Social Sciences (12.9%).

Table VI, Appendix B, shows the number of faculty members in each institution who hold the master's degree. The number of master's degree holders ranged from a low of none (0) in college #222 followed closely by one (1) in colleges #10, 90, 128, and 255 to a high of 1249 in college #289.

Table 6 presents those faculty members holding the doctor's degree partitioned by teaching department and degree field of study. The doctor's degree was held by 19,592 (38.4%) of the faculty respondents. The three teaching departments reporting the heaviest incidence of doctor's degree members were: Social Sciences (3033); Education (2502); and Physical Sciences (2488) with 15.5, 12.2, and 12.7 per cent reportedly of all doctor's degrees held. Military Science reported the fewest doctorates (3). These faculty members with the earned doctorate reported having studied in three fields more frequently than any others; Social Sciences (16.9%); Education (14.5%); and Physical Sciences (13.3%). Computer Science was the field studied least (0.005%).

The percentage of faculty members holding the doctor's degree is detailed by institutions in Table VI, Appendix B.

Table 6

Percentage of Four-Year College Faculty with
by Degree Field of Study

Teaching Department	Number of Members	Per Cent of Total (N=19, 592)	Per Cent of Doctor's Degree E								
			Agric.	Arch.	A&S	Biol. Sci.	Bus.	Comp. Sci.	Edu.	Engr.	Eng/ Jour.
Agric.	630	3.2	68.1			21.6			3.3	0.8	
Arch.	20	0.1		20.0					5.0	25.0	20.0
A & S	20	0.1				30.0					5.0
Biol. Sci.	1710	8.7	2.0			93.1			0.6		
Bus.	925	4.7	1.5			0.2	49.5		9.8	1.5	1.3
Comp. Sci.	22	0.1				4.5		4.5		13.6	
Educ.	2502	12.8	0.1	0.02	0.02	0.3	0.5		86.1		1.7
Engr.	1439	7.3	0.2			1.04	0.2		0.7	85.5	0.06
Eng/Jour.	2368	12.1		0.04	0.04	0.4	0.04		9.6	0.04	84.6
For. Lang.	1106	5.6				0.18	0.09		0.7	0.09	6.4
Health Prof.	153	0.8	0.7			25.4			4.6	0.7	0.7
Home Econ.	143	0.7	2.8			16.8			16.1	1.4	
Law	13	0.06	7.7								
Math	1072	5.5	0.6			1.0	0.3		1.4	1.1	
Milt. Sci.	3	0.01							33.3		
Podiatry											
Phys. Sci.	2488	12.7	0.6		0.02	4.13			0.9	0.8	0.04
Psy.	1076	5.5				1.1			13.3		0.2
Rel.	695	3.5				0.3			2.3		1.2
Research	15	0.1					6.7		53.3	13.3	
Sco. Sci.	3033	15.5	0.3			0.2	0.7		2.1		0.4
Admin.	159	0.8	1.3			39.6	0.6		0.6	3.1	0.6
Total	19, 592		522	6	3	2021	501	1	2842	1300	2165
Per Cent		99.9	2.7	0.03	0.07	10.3	2.5	0.005	14.5	6.6	11.1

ble 6

Faculty with the Doctor's Degree
eld of Study

's Degree Earned in Degree Field of Study

ngr.	Eng/ Jour.	For. Lang.	Health Prof.	Home Econ.	Law	Math	Mil. Sci.	Pod.	Phys. Sci.	Psy.	Rel.	Res.	Soc. Sci.	Admin.	Total
0.8			0.2	1.7		0.2			1.1	0.2	0.2		2.6		100.0
5.0	20.0								5.0				25.0		100.0
	5.0	5.0		35.0							10.0		15.0		100.0
		0.1	0.3	0.1		0.1	0.1	0.1	1.5	0.8	0.7		0.3	0.2	100.0
1.5	1.3	0.1	0.2		1.1	1.6			0.4	2.5	0.4		29.8		99.9
3.6						63.7			13.6						99.9
	1.7	0.3	0.1	0.4	0.1	0.7			0.2	6.6	0.5	0.2	2.0	0.2	100.0
5.5	0.06		0.1			1.9			8.3	0.3		0.2	1.2	0.2	99.9
0.04	84.6	1.4	0.04	0.04		0.4				0.7	0.7		2.0		100.0
0.09	6.4	86.7	0.1	0.1	1.0				0.2	0.5	2.0		1.8	0.1	100.0
0.7	0.7		43.1			1.3			16.3	1.3	3.3		2.6		100.0
1.4				54.5					1.4	2.1	0.7		4.2		100.0
					84.6								7.7		100.0
1.1		0.1	0.3			89.8			4.2	0.2	0.2	0.1	0.5	0.2	99.9
										33.3			33.3		99.9
0.8	0.04		0.1			0.5	0.04		92.5	0.1			0.3		100.0
	0.2		0.5	0.1					0.1	83.0	0.3		1.4		100.0
	1.2	1.7			0.1				0.1	1.0	90.9		1.3		99.4
3.3									6.7	6.7	13.3				100.0
	0.4	0.3	0.1		0.3				0.2	1.4	1.1		92.9		100.0
3.1	0.6					6.3			36.6	0.6				0.6	99.8
300	2165	1028	44	110	45	1075	3	1	2610	1176	749	8	3317	15	
.6	11.1	5.2	0.5	0.6	0.2	5.5	0.01	0.005	13.3	6.0	3.8	0.04	16.9	0.07	99.8

Examination of in-field teaching assignments made to four-year college instructors possessing the master's and doctor's degrees are detailed graphically in Table III, Appendix B. In-field teaching assignments ranged from a low of 3.7 per cent in Computer Science and Military Science to a high of 90.9 per cent in Biological Sciences. In-field teaching reached its peak, in descending order of priority, in the departments of Biological Sciences (90.9%), Social Sciences (90.6%), and Physical Sciences (88.8%).

The percentage of instructors assigned to in-field teaching duties was 82.4 per cent for this total group of degree holders.

<u>How many of the four-year teaching faculty possess professional preparation equivalent to two years of advanced study beyond the bachelor's degree?</u>

Table 7 presents the number of colleges classed by percentages of faculty members with two years of advanced study and with three years or more of advanced study beyond the bachelor's degree.

There was 3.1 per cent of the 327 four-year colleges that reported forty per cent or more of their faculty as possessing two years of advanced study. Consequently, there were 317 (96.9%) colleges and universities in which not more than thirty-nine per cent of their faculties held the equivalent to two years of advanced study. Table VII, Appendix B, details this data by

institutions.

To what extent do the teaching faculties in the four-year colleges possess professional preparation equivalent to three years of advanced study beyond the bachelor's degree?

When teaching faculty members were partitioned by three or more years of advanced study beyond the bachelor's degree, Table 7 was made possible. There were 107 (32.5%) of the 327 four-year colleges that reported faculties in which 60 per cent or more of their teaching members had professional preparation equivalent to three or more years of advanced study beyond the bachelor's degree.

Table VII, Appendix B, details by institution the proportion of faculty with professional preparation equivalent to two and three years or more of advanced study.

To what extent is the doctor's degree held by four-year college faculty members?

As noted in Table 8, there were 150 colleges (45.8%) of the 327 colleges surveyed that reported faculties in which the doctor's degree was held by thirty per cent or more of their membership.

The percentage of doctorate holders is detailed by institutions in Table VI, Appendix B.

Table 7

Distribution of Four-Year Colleges by the Percentage of Teaching Members with Years of Advanced Study beyond the Bachelor's Degree

Per cent of Faculty	Number of Colleges	
	Two Years of Advanced Study (N=327)	Three Years or More of Advanced Study (N=329)
95-100	1	7
90-94	0	4
85-89	0	5
80-84	0	7
75-79	0	10
70-74	0	11
65-69	1	28
60-64	2	35
55-59	1	44
50-54	2	48
45-49	2	34
40-44	1	29
35-39	8	18
30-34	18	20
25-29	48	9
20-24	65	3
15-19	75	4
10-14	54	5
5-9	27	2
0-4	22	6

Table 8

Distribution of Four-Year Institutions by Percentage of Faculty Members Holding the Earned Doctor's Degree

Per cent of Faculty	Number of Institutions (N=327)
95-100	4
90-94	0
85-89	1
80-84	3
75-79	0
70-74	2
65-69	4
60-64	5
55-59	9
50-54	23
45-49	17
40-44	18
35-39	19
30-34	45
25-29	61
20-24	57
15-19	30
10-14	6
5-9	6
0-4	17

What is the professional preparation (a proportion of twenty-five per cent holding the earned doctorate) of the membership of teaching departments?

Table 9 presents the number and percentage of faculty members holding the doctor's degree in each department. The department of Physical Sciences leads the group with a high of 69.5 per cent and the Military Science department is distinguished by a low of 1.0 per cent of its members holding the doctorate. The 19,718 total members with the earned doctorate accounted for 38.3 per cent of the total teaching department members.

When the membership of teaching departments was partitioned by size of department and years of advanced study, Table VIII, Appendix B resulted. There were 3277 departments with 51,411 members: 711 departments of 1-3 members; 757 departments with 4-6 members; and 1809 departments of 6 or more members with 1550, 3702 and 46,159 teaching members respectively.

Several trends were observed. The percentage of instructors holding no advanced study tended to increase as the size of the department increased. Conversely, the percentage of department members holding three or more years of advanced study showed a tendency to decrease as the department size increased.

Table 9

Number and Percentage of Four-Year College Teaching Members with Doctor's Degree by Teaching Department

Teaching Department	Number of Members	Members Holding the Doctor's Degree	
		Number	Per cent
Agriculture	1027	630	61.4
Architecture	350	20	5.7
Arts and Sciences	29	20	69.0
Biological Sciences	2643	1729	65.4
Business	3467	940	27.1
Computer Science	70	22	31.4
Education	7939	2512	31.6
Engineering	2931	1455	49.6
English/Journalism	10,199	2379	23.3
Foreign Language	3186	1117	35.1
Health Professions	1070	154	14.4
Home Economics	807	144	17.8
Law	480	13	2.7
Mathematics	3253	1079	33.2
Military Science	297	3	1.0
Physical Sciences	3593	2498	69.5
Psychology	1690	1081	64.0
Religion	1417	699	49.3
Research	23	16	69.6
Social Sciences	6620	3048	46.0
Administration	317	159	50.2
Total above	51,408	19,718	38.3
Cases not valid	3		
Grand Total	51,411	19,718	38.3

To what extent is competency certification held by four-year college faculty members?

There were, as shown in Table V, Appendix B, 3091 (6.1%) faculty members who held competency certification. Although the total number of four-year college instructors is larger than the two-year college group, this proportion is strikingly smaller than the 14.6 per cent (N=8423) yielded by its two-year college counterpart.

The percentage of competency certificate holders ranged from a high of 32.3 per cent in Military Science through 26.1 per cent in Research to a low of 1.7 per cent in Law.

In order of decreasing frequency, the four departments of greatest incidence were Military Science (32.3%); Research (26.1%); Architecture (19.7%); and Health Professions (16.3%). Those three academic departments reporting least frequency were: Law (1.7%); Biological Sciences (2.3%); and Psychology (2.4%).

The most salient single finding of the study is that Illustration Three is not being met successfully by the general membership of two- and four-year colleges studied. The major reaction to the findings of the present study would seem to lend strong support to a serious deliberation of Illustration Three as it is presently stated.

Appendix A

Inquiry Forms

EXAMPLE

INSTITUTION Oxbridge Community College DEPARTMENT English

Instructor's Initials	J.E.D.	D.E.S.	E.J.D.			
I. CURRENT ASSIGNMENT						
a. Classified by Institution as Full-time or Part-time	FT	PT	PT			
b. Classified by Department as Full-time or Part-time	PT	PT	PT			
If Classified by Department as Part-time, Name Other Department or Adm. Office in which Instructor Has Responsibilities	Speech	—	—			
II. UNDERGRADUATE EDUCATION (See Section VII)						
a. Year Bachelor's Degree Granted	1935	1949	1951			
b. Major	English	English	English			
c. Name of Institution	Southern California	U. of Ala.	Ohio U.			
d. Location (state or foreign nation)	Calif.	Ala.	Ohio			
III. GRADUATE EDUCATION						
a. Total Years of Advanced Study Beyond the Bachelor's Degree	3	1	1			
b. Years of Advanced Study in Field	2	1	0			
c. Highest Earned Degree	MA	MA	—			
1. Year Granted	1941	1951	—			
2. Name of Institution	Columbia	Syracuse	—			
3. Location (state or foreign nation)	New York	N.Y.	—			
4. Major	English	English	—			
d. Professional Competency Offered in Lieu of Advanced Degree (See Instruction No. 6)	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No
IV. YEARS OF TEACHING EXPERIENCE						
a. In College (total)	20	4	1			
b. At This Institution	7	4	1			
c. In Secondary Schools	1	3	0			
d. Other	0	0	0			
V. EMPLOYMENT PRECEDING APPOINTMENT TO THIS INSTITUTION (See Instruction No. 7)						
a. Employment Location (state)	Alabama	(current)	(current)			
b. Educational: 1. Secondary School						
Indicate by checking number of years of school: 2. Junior College						
3. Senior College	5					
4. Other School						
c. Full-time College or Graduate Student		✓				
d. Military Service						
e. All Other, including Business, Professions, Homemaking			✓			
VI. REPORT ON INSTRUCTORS WITHOUT BACHELOR'S DEGREE (See Instruction No. 8)						
a. Field of Specialization						
b. Years of College Work						
c. Professional License or Certificate	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No
d. Teaching College Credit Courses	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No

SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS
COMMISSION ON COLLEGES

SURVEY OF FACULTY TRAINING—TWO-YEAR INSTITUTIONS

Instructions:

1. The survey applies to all persons teaching one or more courses for the institution in the fall term of 1967.
2. This form is to be used for a report on the faculty of one department only. If the institution is not organized by departments, or if the department is interdisciplinary (e.g., social science, physical science) complete a separate sheet for each discipline or subject, unless the department is considered uniquely one discipline.
3. Prepare a separate set of forms for each branch and center and for each college or professional school within a complex institution.
4. Each of the six columns is to be devoted to one instructor whose initials should be recorded on the line labeled "Instructor's Initials." (See example at the left.) Use additional froms if the department has more than six instructors.
5. An instructor should be reported only one time by the institution. If an instructor has responsibility in two or more areas, he should be reported only in the department of principal teaching responsibility.
6. See Item III-d and Section VI. If item III-d is marked "yes," or if Section VI is filled in, complete a separate "Evidence of Competency" form, a supply of which has been provided.
7. See Section IV. In the computation of the years of teaching experience, estimate the equivalent number of full years for those with part-time experience.
8. See Section V. Report here the employment from which the instructor came most recently to this institution. Those employed by the institution as part-time may use Section V to designate other current employment. If the previous (or other current) employment was a combination of several, designate only that one which seemed to be primary.

DEFINITIONS FOR USE IN THE SURVEY OF FACULTY TRAINING

Note: These definitions may be used in conjunction with Illustration 3 of Standard Five of the Standards of the College Delegate Assembly.

1. Each teaching faculty, responsible for collegiate level courses, should have an advanced degree (master's degree specialization in the field in which he teaches or a master's degree which covers that field comprehensively). The graduate transcript should specify the field of specialization.
2. Certain graduate programs, such as some leading to the M.A.T. and M.Ed. degrees, may or may not be appropriate for college teaching. The graduate transcript should be scrutinized for adequate advanced study beyond the baccalaureate (See No. 3).
3. One year of advanced study—graduate study—includes not less than 24 semester hours of graduate work. One year of advanced study in the field includes not less than 18 semester hours of graduate work in the field of specialization. Graduate work in the field of specialization should be predicated on appropriate undergraduate work in the field.
   The doctor's degree or two years of advanced study combined with the research for the doctorate constitute three years of advanced study.
4. When evidence of professional competence is recognized in lieu of advanced degrees, the evidence should be documented carefully. A baccalaureate degree must be held by all such persons, and it is expected that institutional policies will obligate those persons to seek the master's degree as a minimum. The following may be offered as a substitute for one year of advanced study if there is a direct relevance to the teaching field:
   Registered professional license in engineering or architecture; registry as a C.P.A.; completion of a baccalaureate-based degree in law.
   —or—
   Adequate professional experience of not less than five years, the latter portion of which was management or supervision involving technical decisions relative to the field.
   —or—
   Satisfactory completion of the equivalent of one academic year in an industry-sponsored or military service school, the admission to which requires a baccalaureate degree.
5. All work for which the institution grants collegiate credit must be staffed by faculty meeting Illustration 3 of Standard Five. That portion of the faculty in charge of the non-collegiate courses exclusively should be reported in the survey even though they are not to be counted among the faculty evaluated by the Illustration. The training and experience of that portion should be of good quality amply supported by documentation.
6. The definition of "full-time" faculty is the prerogative of the institution, but it is expected that the normal and average teaching loads of the faculty will be the principal criteria.

(Detach Before Returning Lower Portion to SACS)

INSTITUTION_____ **DEPARTMENT**_____

Instructor's Initials						
I. CURRENT ASSIGNMENT						
a. Classified by Institution as Full-time or Part-time						
b. Classified by Department as						

I. CURRENT ASSIGNMENT						
a. Classified by Institution as Full-time or Part-time						
b. Classified by Department as Full-time or Part-time						
If Classified by Department as Part-time, Name Other Department or Adm. Office in which Instructor Has Responsibilities						
II. UNDERGRADUATE EDUCATION (See Section VI)						
a. Year Bachelor's Degree Granted						
b. Major						
c. Name of Institution						
d. Location (state or foreign nation)						
III. GRADUATE EDUCATION						
a. Total Years of Advanced Study Beyond the Bachelor's Degree						
b. Years of Advanced Study in field						
c. Highest Earned Degree						
1. Year Granted						
2. Name of Institution						
3. Location (state or foreign nation)						
4. Major						
d. Professional Competency Offered in lieu of Advanced Degree (See Instruction No. 6)	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No
IV. YEARS OF TEACHING EXPERIENCE						
a. In Colleges (total)						
b. At This Institution						
c. In Secondary Schools						
d. Other						
V. EMPLOYMENT PRECEDING APPOINTMENT TO THIS INSTITUTION (See Instruction No. 8)						
a. Employment Location (state)						
b. Educational: 1. Secondary School						
Indicate by 2. Junior College						

IV. YEARS OF TEACHING EXPERIENCE						
a. In Colleges (total)						
b. At This Institution						
c. In Secondary Schools						
d. Other						
V. EMPLOYMENT PRECEDING APPOINTMENT TO THIS INSTITUTION (See Instruction No. 8)						
a. Employment Location (state)						
b. Educational: 1. Secondary School						
Indicate by showing number of years at school. 2. Junior College						
3. Senior College						
4. Other School						
c. Full-time College or Graduate Student						
d. Military Service						
e. All Other, Including Business, Professions, Homemaking						
VI. REPORT ON INSTRUCTORS WITHOUT BACHELOR'S DEGREE (See Instruction No. 6)						
a. Field of Specialization						
b. Years of College Work						
c. Professional License or Certificate	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No
d. Teaching College Credit Courses	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No

EXAMPLE

INSTITUTION Oxbridge University DEPARTMENT English

Is Undergraduate Major Offered? (yes ☑ no ☐)

Instructor's Initials	J.E.D.	D.E.J.	E.J.D.			
Instructor's Rank	Assoc. Prof.	Professor	Instructor			
I. CURRENT ASSIGNMENT						
a. Classified by Institution as Full-time or Part-time	FT	FT	PT			
b. Classified by Department as Full-time or Part-time	PT	FT	PT			
If Classified by Department as Part-time, Name Other Department or Adm. Office in which Instructor Has Responsibilities	Speech	—				
II. UNDERGRADUATE EDUCATION						
a. Year Bachelor's Degree Granted	1935	1940	1949			
b. Major	English	English	English			
c. Name of Institution	Southern California	Yale	U. of Ala.			
d. Location (state or foreign nation)	Calif.	Conn.	Ala.			
III. GRADUATE EDUCATION						
a. Total Years of Advanced Study Beyond the Bachelor's Degree	3	3	1			
b. Highest Earned Degree	M.A.	Ph.D.	M.A.			
1. Year Granted	1941	1949	1951			
2. Name of Institution	Columbia	Princeton	Syracuse			
3. Location (state or foreign nation)	New York	N.J.	N.Y.			
4. Major	English	English	English			
c. Professional Competency Offered in lieu of Advanced Degree (See Instruction No. 6)	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No
IV. YEARS OF TEACHING EXPERIENCE						
a. In Colleges (total)	20	16	4			
b. At This Institution	7	8	4			
c. In Secondary Schools	1	0	3			
d. Other	0	0	0			
V. EMPLOYMENT PRECEDING APPOINTMENT TO THIS INSTITUTION (See Instruction No. 5)						
a. Employment Location (state)	Alabama	Wisconsin	(current)			
b. Educational: Indicate by showing number of years at school — 1. Secondary School						
2. Junior College						
3. Senior College	5	8				
4. Other School						
c. Full-time College or Graduate Student						
d. Military Service						
e. All Other, including Business, Professions, Homemaking			✓			

VI. Number of instructors or teaching fellows having responsibility for one or more courses in this department who are also
a) First-year graduate students at this institution 3
b) Second- or third-year graduate students at this institution 0

SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS
COMMISSION ON COLLEGES

SURVEY OF FACULTY TRAINING—SENIOR INSTITUTIONS

Instructions:

1. The survey applies to all persons teaching one or more courses for the institution in the fall term of 1967.
2. This form is to be used for a report on the faculty of one department only. If the institution is not organized by departments, or if the department is interdisciplinary (e.g., social science, physical science) complete a separate sheet for each discipline or subject, unless the department is considered uniquely one discipline.
3. Prepare a separate set of forms for each branch and center and for each college or professional school within a complex institution.
4. Each of the six columns is to be devoted to one instructor whose initials should be recorded on the line labeled "Instructor's Initials." (See example at the left.) Use additional froms if the department has more than six instructors.
5. An instructor should be reported only one time by the institution. If an instructor has responsibility in two or more areas, he should be reported only in the department of principal teaching responsibility.
6. See Item III-c. If this item is marked "yes," complete a separate "Evidence of Competency" form, a supply of which has been provided.
7. See Section IV. In the computation of the years of teaching experience, estimate the equivalent number of full years for those with part-time experience.
8. See Section V. Report here the employment from which the instructor came most recently to this institution. Those employed by the institution as part-time may use Section V to designate other current employment. If the previous (or other current) employment was a combination of several, designate only that one which seemed to be primary.

DEFINITIONS FOR USE IN THE SURVEY OF FACULTY TRAINING

Note: These definitions may be used in conjunction with Illustration 3 of Standard Five of the Standards of the College Delegate Assembly.

1. Each teaching faculty member should have an advanced degree (master's degree specialization in the field in which he teaches or a master's degree which covers that field comprehensively). The graduate transcript should specify the field of specialization.
2. Certain graduate programs, such as some leading to the M.A.T. and M. Ed. degrees, may or may not be appropriate for college teaching. The graduate transcript should be scrutinized for adequate advanced study beyond the baccalaureate (see item 3).
3. The years of advanced study beyond the baccalaureate are to be interpreted as follows:
   One year of advanced study—graduate study—includes not less than 24 semester hours of graduate work, of which 18 hours must be in the field of specialization. The graduate work in the field of specialization should be predicated on appropriate undergraduate work in the field.
   Two years of advanced study beyond the baccalaureate would involve 48 semester hours of graduate work, of which 36 hours should be in the field of specialization.
   Three years of advanced work would mean one of the following: (a) the doctorate; (b) two years of advanced study plus the research work for the doctorate; (c) 72 semester hours of graduate work of which 54 hours are in the field of specialization; (d) 72 semester hours of graduate work of which 54 hours are in two closely related graduate areas.
4. When evidence of professional competence is recognized in lieu of advanced degrees, the evidence should be documented carefully. A baccalaureate degree must be held by all such persons, and it is expected that institutional policies will obligate those persons to seek the master's degree as a minimum. The following may be offered as a substitute for one year of advanced study if there is a direct relevance to the teaching field:
   Registered professional license in engineering or architecture; registry as a C.P.A.; completion of a baccalaureate-based degree in law.
   —or—
   Adequate professional experience of not less than five years, the latter portion of which was management or supervision involving technical decisions relative to the field.
   —or—
   Satisfactory completion of the equivalent of one academic year in an industry-sponsored or military service school, the admission to which requires a baccalaureate degree.
5. All work for which the institution grants collegiate credit must be staffed by faculty meeting Illustration 3 of Standard Five. That portion of the faculty in charge of the non-collegiate courses exclusively should be reported in the survey even though they are not to be counted among the faculty evaluated by the Illustration. The training and experience of that portion should be of good quality amply supported by documentation.
6. The definition of "full-time" faculty is the prerogative of the institution, but it is expected that the normal and average teaching loads of the faculty will be the principal criteria.

(Detach Before Returning Lower Portion to SACS)

INSTITUTION _____ **DEPARTMENT** _____

Is Undergraduate Major Offered? (yes ☐ no ☐)

Is Undergraduate Major Offered? (yes ☐ no ☐)

Instructor's Initials						
Instructor's Rank						
I. CURRENT ASSIGNMENT						
a. Classified by Institution as Full-time or Part-time						
b. Classified by Department as Full-time or Part-time						
If Classified by Department as Part-time, Name Other Department or Adm. Office in which Instructor Has Responsibilities						
II. UNDERGRADUATE EDUCATION						
a. Year Bachelor's Degree Granted						
b. Major						
c. Name of Institution						
d. Location (state or foreign nation)						
III. GRADUATE EDUCATION						
a. Total Years of Advanced Study Beyond the Bachelor's Degree						
b. Highest Earned Degree						
1. Year Granted						
2. Name of Institution						
3. Location (state or foreign nation)						
4. Major						
c. Professional Competency Offered in lieu of Advanced Degree (See Instruction No. 6)	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No
IV. YEARS OF TEACHING EXPERIENCE						
a. In Colleges (total)						
b. At This Institution						
c. In Secondary Schools						
d. Other						
V. EMPLOYMENT PRECEDING APPOINTMENT TO THIS INSTITUTION						

c. Professional Competency Offered in lieu of Advanced Degree (See Instruction No. 6)	Yes/No	Yes/No	Yes/No	Yes/No	Yes/No	
IV. YEARS OF TEACHING EXPERIENCE						
a. In Colleges (total)						
b. At This Institution						
c. In Secondary Schools						
d. Other						
V. EMPLOYMENT PRECEDING APPOINTMENT TO THIS INSTITUTION (See Instruction No. 8)						
a. Employment Location (state)						
b. Educational: 1. Secondary School						
Indicate by showing number of years at school. — 2. Junior College						
3. Senior College						
4. Other School						
c. Full-time College or Graduate Student						
d. Military Service						
e. All Other, Including Business, Professions, Homemaking						

VI. Number of instructors or teaching fellows having responsibility for one or more courses in this department who are also

a) First-year graduate students at this institution_____

b) Second- or third-year graduate students at this institution_____

SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS
COMMISSION ON COLLEGES

EVIDENCE OF COMPETENCY FORM

Note: For each instructor offering professional competency in lieu of an advanced degree (or any degree), one of these forms should be completed. Attach the completed sheet to the appropriate "Survey of Faculty Training" form.

I. Instructor's Name _____

II. Institution _____

III. Department or Field _____

IV. Education

a. For those holding the bachelor's degree, show semester hours of graduate work in the field _____

b. Years of study in industry-sponsored or military service schools, the admission to which requires a bachelor's degree _____

c. For those without the bachelor's degree, show the years of college work _____

d. List Associate degree(s) held _____

e. Give the names and duration of industry-sponsored or special schools other than those requiring the bachelor's degree for admission. _____

_____

List certificates earned in specialized programs, institutes, workshops _____

V. Professional Experience

a. List professional license(s) held _____

b. List employers, showing years of employment relevant to the instructor's field _____ _____yrs

_____ _____yrs

_____ _____yrs

If the most recent employment was management of supervision, did it involve technical decisions relevant to the instructor's field? _____

VI. Other Evidence: _____

_____

_____

DO NOT ATTACH TRANSCRIPTS OR OTHER SUPPORTING DOCUMENTS

Appendix B

Tables I through VIII

Table I

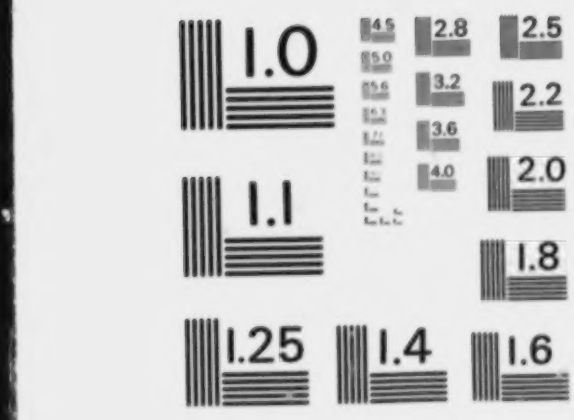
Highest Degree Held by Two-Year and Four-Year College Faculty Members

Highest Earned Degree	Two-Year College		Four-Year College		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
No Degree And Bachelor's	1576	18.6	5378	10.5	6954	11.6
Master's	6194	72.9	23,648	46.3	30,011	50.1
Doctor's	412	4.8	19,592	38.3	20,132	33.6
Professional	303	3.6	2254	4.4	2257	4.3
Associate	7	0.1	228	0.4	235	0.4
Sub Total	8492	100.0	51,100	99.9	59,889	100.0
Invalid Responses			311		14	
Grand Total	8492	100.0	51,411	100.0	59,903	100.0

2 OF 2

ED

031154



MICROCOPY RESOLUTION TEST CHART

NATIONAL BUREAU OF STANDARDS - 1963 - A

Table II

Number and Percentage of Faculty Members in Two-Year Colleges Holding the Master's and Doctor's Degrees by Institutions

Institution	Total Faculty	Faculty Degree Holders			
		Master's Degree		Doctor's Degree	
		Number	Per cent	Number	Per cent
1	31	24	77.42	2	6.5
2	26	15	57.69	0	0.0
3	26	21	[illegible].77	0	0.0
4	36	24	[illegible].67	0	0.0
5	171	130	76.02	6	3.5
6	61	42	68.85	2	3.3
7	61	52	85.25	0	0.0
8	2	2	100.00	0	0.0
9	834	615	73.74	50	6.0
10	46	35	76.09	2	4.4
11	43	37	86.05	3	6.9
12	61	43	70.49	5	8.2
13	27	21	77.78	4	14.8
14	58	43	74.14	1	1.7
15	57	46	80.70	2	3.5
16	48	35	72.92	3	6.3
17	186	146	78.49	8	4.3
18	37	24	64.86	2	5.4
19	15	11	73.33	0	0.0
20	11	7	63.64	0	0.0
21	62	46	74.19	4	6.5
22	50	49	98.00	0	0.0
23	78	63	80.77	6	7.7
24	13	9	69.23	0	0.0
25	187	148	79.14	9	4.8
26	172	100	58.14	24	14.0
27	85	77	90.59	2	2.4
28	281	233	82.92	24	8.5
29	4	4	100.00	0	0.0
30	14	12	85.71	0	0.0
31	75	58	77.33	6	8.0

Institution	Total Faculty	Faculty Degree Holders			
		Master's Degree		Doctor's Degree	
		Number	Per cent	Number	Per cent
32	25	17	68.00	1	4.0
33	58	42	72.41	9	15.5
34	66	31	46.97	0	0.0
35	20	13	65.00	2	10.0
36	26	22	84.62	3	11.5
37	83	72	86.75	7	8.4
38	20	14	70.00	2	10.0
39	21	14	66.67	0	0.0
40	49	46	93.88	1	2.0
41	22	14	63.64	1	4.6
42	31	23	74.19	1	3.2
43	21	14	66.67	0	0.0
44	21	14	66.67	1	4.8
45	26	20	76.92	0	0.0
46	12	7	58.33	1	8.3
47	11	8	72.73	0	0.0
48	62	38	61.29	2	3.2
49	20	12	60.00	1	5.0
50	14	13	92.86	0	0.0
51	22	19	86.36	0	0.0
52	1	1	100.00	0	0.0
53	44	29	65.91	4	9.1
54	23	18	78.26	4	17.4
55	39	22	56.41	16	41.0
56	17	6	35.29	6	35.3
57	19	13	68.42	1	5.3
58	45	37	82.22	0	0.0
59	59	41	69.49	0	0.0
60	30	20	66.67	0	0.0
61	96	75	78.13	1	1.0
62	46	29	63.04	0	0.0
63	67	37	55.22	0	0.0
64	70	55	78.57	0	0.0
65	61	37	60.66	0	0.0
66	60	41	68.33	1	1.7
67	77	43	55.84	1	1.3
68	53	28	52.83	1	1.9
69	136	89	65.44	3	2.2
70	23	12	52.17	0	0.0
71	14	10	71.43	0	0.0

Institution	Total Faculty	Faculty Degree Holders			
		Master's Degree		Doctor's Degree	
		Number	Per cent	Number	Per cent
72	52	34	65.38	3	5.8
73	71	50	70.42	3	4.2
74	69	49	71.01	2	2.9
75	36	24	66.67	0	0.0
76	44	34	77.27	3	6.8
77	34	29	85.29	2	5.9
78	31	22	70.97	3	9.7
79	2	0	0.00	0	0.0
80	26	18	69.23	2	7.7
81	24	20	83.33	1	4.2
82	43	26	60.47	5	11.6
83	37	29	78.38	2	5.4
84	36	23	63.89	8	22.2
85	82	66	80.49	5	6.1
86	44	30	68.18	2	4.6
87	31	19	61.29	5	16.1
88	37	23	62.16	2	5.4
89	33	23	69.70	2	6.1
90	22	17	77.27	2	9.1
91	44	35	79.55	2	4.6
92	32	27	84.38	0	0.0
93	24	17	70.83	2	8.3
94	15	8	53.33	2	13.3
95	28	20	71.43	1	3.6
96	93	57	61.29	1	1.1
97	99	78	78.79	6	6.1
98	7	6	85.71	0	0.0
99	64	58	90.63	0	0.0
100	46	29	63.04	7	15.2
101	219	127	57.99	21	9.6
102	44	28	63.64	1	2.3
103	15	9	60.00	1	6.7
104	43	41	95.35	0	0.0
105	56	47	83.93	0	0.0
106	40	32	80.00	2	5.0
107	54	46	85.19	1	1.9
108	102	70	68.63	4	3.9
109	46	39	84.78	0	0.0
110	63	57	90.48	1	1.6
111	5	3	60.00	0	0.0

Institution	Total Faculty	Faculty Degree Holders			
		Master's Degree		Doctor's Degree	
		Number	Per cent	Number	Per cent
112	21	18	85.71	0	0.0
113	40	26	65.00	2	5.0
114	63	42	66.67	4	6.4
115	162	111	68.52	5	3.1
116	28	22	78.57	0	0.0
117	29	28	96.55	0	0.0
118	453	346	76.38	22	4.9
119	73	40	54.79	3	4.1
120	175	137	78.29	5	2.9
121	27	23	85.19	1	3.7
122	80	58	72.50	0	0.0
123	113	77	68.14	5	4.4
124	31	19	61.29	4	12.9
125	32	29	90.63	0	0.0
126	59	47	79.66	0	0.0
127	77	50	64.94	0	0.0
128	56	36	64.29	1	1.8
129	127	89	70.08	3	2.4
130	64	50	78.13	2	3.1
131	48	34	70.83	0	0.0
132	89	70	78.65	2	2.3
133	34	26	76.47	1	2.9
134	25	19	76.00	2	8.0
135	43	33	76.74	4	9.3
136	37	23	62.16	0	0.0
137	32	19	59.38	1	3.1
138	24	13	54.17		
139	18	11	61.11		
140	34	28	82.35		
141	37	32	86.49		
Sub Total		6194	72.9		4.8

Table III

Holders of Master's and Doctor's Degrees in Two-
By Number in Degree Field and Percentage Teaching in Deg

Department	Two-Year Colleges		
	Number In Department	Number In Degree Field	% Teaching In Degree Field
Agriculture	53	60	28) 52.8
Architecture	4	1	0)
Arts and Sciences	0	2	0)
Biological Sciences	267	389	214) 80.1
Business/Commerce	533	219	171) 32.1
Computer Science	23	1	1) 4.3
Education	815	1958	707) 86.7
Engineering	142	106	40) 28.2
English/Journalism	1731	1480	1354) 78.2
Foreign Language	286	241	202) 70.6
Health Professions	97	62	56) 57.7
Home Economics	49	50	39) 79.6
Law	0	0	0)
Mathematics	598	468	421) 70.4
Military Science	0	0	0)
Podiatry	0	1	0)
Physical Sciences	286	321	190) 66.4
Psychology	177	141	78) 44.1
Religion	99	125	63) 63.6
Research	0	0	0)
Social Sciences	1025	868	750) 73.2
Administration	357	49	21) 5.9
Sub Total	6542	6542	4335) 66.3
Invalid Responses	1950	1950	
Grand Total	8492	8492	66.3

e III

rees in Two- and Four-Year Colleges
ching in Degree Field by Teaching Department

ching ee Field	Four-Year Colleges Number In Department	Number In Degree Field	% Teaching In Degree Field
2.8	939	796	635) 67.6
	229	161	145) 63.3
	29	8	
0.1	2392	2753	2174) 90.9
2.1	2197	1316	1067) 48.6
4.3	54	8	2) 3.7
6.7	7050	8934	6058) 85.9
8.2	2445	2221	1995) 81.6
8.2	8881	8190	7547) 85.0
0.6	2531	2324	2152) 85.0
7.7	706	554	484) 68.6
9.6	739	570	471) 63.7
	22	59	14) 63.6
0.4	2868	2786	2512) 87.6
	27	5	1) 3.7
	0	1	
6.4	3320	3422	2949) 88.8
4.1	1585	1619	1185) 74.8
3.6	979	1068	867) 88.6
	20	13	
3.2	5934	6363	5378) 90.6
5.9	295	69	9) 3.1
6.3	43, 242	43, 240	35, 645) 82.4
	8, 169	8, 171	
6.3	51, 411	51, 411	82.4

Table IV

Percentage of Two-Year College Faculty Members
Possessing Advanced Study beyond the Bachelor's Degree by Institutions

Institution	Total Faculty	Percentage of Faculty holding Advanced Study	
		Two years	Three years or more
1	31	83.9	29.0
2	26	42.3	11.5
3	26	34.6	15.4
4	36	63.9	22.2
5	171	27.5	10.5
6	61	77.1	44.3
7	61	63.9	24.6
8	2	100.0	100.0
9	834	63.9	30.8
10	46	71.7	34.8
11	43	90.7	39.5
12	61	55.7	26.2
13	27	63.0	40.7
14	58	53.5	24.1
15	57	28.1	12.3
16	48	47.9	29.2
17	186	17.7	4.8
18	37	54.1	16.2
19	15	53.3	20.0
20	11	72.7	18.2
21	62	72.6	33.9
22	50	62.0	26.0
23	78	80.8	38.5
24	13	30.8	30.8
25	187	62.6	26.7
26	172	54.7	37.8
27	85	49.4	17.7
28	281	44.8	13.5
29	4	75.0	25.0
30	14	64.3	21.4
31	75	41.3	17.3
32	25	44.0	12.0
33	58	74.1	44.8
34	66	13.6	6.1
35	20	70.0	30.0
36	26	38.5	15.4
37	83	74.7	38.6

Institution	Total Faculty	Two years	Three years or more
38	20	35.0	20.0
39	21	57.1	52.4
40	49	49.0	26.5
41	22	54.6	50.0
42	31	48.4	19.4
43	21	57.1	38.1
44	21	28.6	14.3
45	26	57.7	19.2
46	12	58.3	41.7
47	11	45.5	27.3
48	62	45.2	22.6
49	20	25.0	5.0
50	14	78.0	28.6
51	22	45.5	13.6
52	1	100.0	0.0
53	44	63.6	36.4
54	23	91.3	52.2
55	39	82.1	51.3
56	17	82.4	52.9
57	19	47.4	26.3
58	45	31.1	4.4
59	59	25.4	6.8
60	30	76.7	46.7
61	96	17.7	4.2
62	46	21.7	10.9
63	67	23.9	6.0
64	70	51.4	5.7
65	61	44.3	11.5
66	60	50.0	18.3
67	77	32.5	10.4
68	53	45.3	20.8
69	136	20.6	9.6
70	23	39.1	13.0
71	14	71.4	28.6
72	52	32.7	23.1
73	71	32.4	14.1
74	69	60.9	36.2
75	36	16.7	0.0
76	44	68.2	45.5
77	34	82.4	29.4
78	31	48.4	19.4

Institution	Total Faculty	Two years	Three years or more
79	2	0.0	0.0
80	26	19.2	15.4
81	24	20.8	16.7
82	43	69.8	23.3
83	37	70.3	46.0
84	36	91.7	55.6
85	82	61.0	31.7
86	44	84.1	45.5
87	31	74.2	54.8
88	37	43.2	27.0
89	33	60.6	24.2
90	22	50.0	18.2
91	44	50.0	29.6
92	32	75.0	43.8
93	24	50.0	25.0
94	15	80.0	33.3
95	28	39.3	21.4
96	93	49.5	9.7
97	99	38.4	22.2
98	7	85.7	42.9
99	64	62.5	15.6
100	46	73.9	45.7
101	219	35.6	19.6
102	44	31.8	9.1
103	15	60.0	40.0
104	43	88.4	30.2
105	56	46.4	12.5
106	40	32.5	15.0
107	54	64.8	33.3
108	102	56.9	19.6
109	46	50.0	15.2
110	63	71.4	27.0
111	5	40.0	0.0
112	21	71.4	14.3
113	40	47.5	22.5
114	63	47.6	17.5
115	162	57.4	27.8
116	28	57.1	21.4
117	29	31.0	13.8
118	453	36.9	17.0

Institution	Total Faculty	Two years	Three years or more
119	73	16.4	5.5
120	175	44.6	6.9
121	27	66.7	25.9
122	80	32.5	7.5
123	113	70.8	28.3
124	31	64.5	38.7
125	32	31.3	6.3
126	59	35.6	10.2
127	77	20.8	3.9
128	56	48.2	32.1
129	127	35.4	11.0
130	64	78.1	25.0
131	48	70.8	25.0
132	89	57.3	20.2
133	34	44.1	20.6
134	25	80.0	44.0
135	43	62.8	39.5
136	37	46.0	8.1
137	32	53.1	28.1
138		54.2	
139		61.1	
140		55.9	
141		62.2	

Table V

Number and Percentage of Two- and Four-Y
Holding Competency Certification b

Teaching Department	Number of Faculty	
	Two-Year College	Four-Year College
Agriculture	65	1026
Architecture	15	345
Arts and Sciences	0	29
Biological Sciences	287	2635
Business/Commerce	816	3459
Computer Science	94	70
Education	1304	7866
Engineering	293	2915
English/Journalism	1980	10, 133
Foreign Languages	349	3164
Health Professions	281	1058
Home Economics	69	806
Law	0	470
Mathematics	659	3245
Military Science	1	285
Physical Sciences	309	3583
Psychology	189	1677
Religion	158	1404
Research	0	23
Social Sciences	1150	6525
Administration	404	317
Total Above	8423	51, 044
Invalid Cases	69	367
Grand Total	8492	51, 411

Table V

...ge of Two- and Four-Year College Faculty Members
...petency Certification by Teaching Department

...y	Holders of Competency Certification			
...-Year College	Two-Year College		Four-Year College	
	Number	Per cent	Number	Per cent
1026	9	13.8	46	4.5
345	1	6.6	68	19.7
29	0	0.0	0	0.0
2635	11	3.8	61	2.3
3459	107	13.1	328	9.5
70	67	71.3	2	2.9
7866	321	24.6	353	4.5
2915	145	49.5	266	9.1
0,133	207	10.5	764	7.5
3164	33	9.5	263	8.6
1058	127	45.2	172	16.3
806	16	23.2	26	3.2
470	0	0.0	8	1.7
3245	42	6.4	141	4.3
285	0	0.0	92	32.3
3583	22	7.1	168	4.7
1677	2	1.1	40	2.4
1404	16	10.1	58	4.1
23	0	0.0	6	26.1
6525	73	6.3	226	3.5
317	33	8.2	3	0.9
1,044	1232	14.6	3091	6.1
367				
1,411	1232	14.6	3091	6.1

Table VI

Number and Percentage of Faculty Members in Four-Year Colleges Holding the Master's and Doctor's Degrees by Institution

Institution	Total Faculty	Faculty Holding Advanced Degrees: Master's Number	Master's Per cent	Doctor's Number	Doctor's Per cent
1	128	114	89.06	32	25.00
2	83	83	100.00	18	21.69
3	68	58	85.29	13	19.12
4	78	69	88.46	36	46.15
5	140	123	87.85	30	21.43
6	160	152	95.00	43	26.87
7	64	53	82.81	18	28.13
8	194	184	94.84	44	22.68
9	36	36	100.00	12	33.33
10	1	1	100.00	0	0.00
11	62	60	96.77	23	37.10
12	45	39	86.66	12	26.67
13	47	44	93.61	8	17.02
14	91	79	86.81	24	26.37
15	54	47	87.03	13	24.07
16	46	40	86.95	9	19.57
17	160	137	85.62	39	24.37
18	224	198	88.39	64	28.57
19	603	574	95.19	323	53.57
20	105	90	85.71	37	35.24
21	136	130	95.58	76	55.88
22	86	77	89.53	24	27.91
23	59	50	84.74	12	20.34
24	230	205	89.13	49	21.30
25	37	32	86.48	7	18.92
26	68	66	97.05	47	69.12
27	85	82	96.47	31	36.47
28	10	10	100.00	8	80.00
29	87	84	96.55	42	48.28
30	75	70	93.33	36	48.00
31	146	138	94.52	52	35.62
32	2	2	100.00	1	50.00

Institutions	Total Faculty	Faculty Holding Advanced Degrees			
		Master's		Doctor's	
		Number	Per cent	Number	Per cent
33	1265	1222	96.60	822	64.98
34	629	562	89.34	315	50.08
35	430	427	99.30	251	58.37
36	95	85	89.47	30	31.58
37	25	25	100.00	22	88.00
38	19	16	84.21	2	10.53
39	86	79	91.86	48	55.81
40	88	82	93.18	15	17.05
41	75	71	94.66	24	32.00
42	108	104	96.29	36	33.33
43	70	68	97.14	21	30.00
44	3	2	66.66	0	0.00
45	46	34	73.91	15	32.61
46	325	302	92.92	193	59.38
47	28	25	89.28	8	28.57
48	88	84	95.45	22	25.00
49	476	410	86.13	241	50.63
50	91	87	95.60	27	29.67
51	436	388	88.99	166	38.07
52	80	75	93.75	26	32.50
53	226	219	96.90	89	39.38
54	42	39	92.85	14	33.33
55	114	101	88.59	38	33.33
56	3	2	66.66	0	0.00
57	55	55	100.00	16	29.09
58	49	46	93.87	15	30.61
59	48	43	89.53	8	16.67
60	25	24	96.00	7	28.00
61	86	79	91.86	18	20.93
62	53	47	88.67	14	26.42
63	28	26	92.85	6	21.43
64	1063	1019	95.86	634	59.64
65	127	116	91.33	28	22.05
66	61	59	96.72	17	27.87
67	159	154	96.85	64	40.25
68	20	20	100.00	0	0.00
69	65	61	93.84	13	20.00
70	119	95	90.47	35	29.41
71	126	114	90.47	33	26.19
72	67	53	79.10	11	16.42

Institutions	Total Faculty	Faculty Holding Advanced Degrees			
		Master's		Doctor's	
		Number	Per cent	Number	Per cent
73	48	46	95.83	10	20.83
74	57	50	87.71	35	61.40
75	97	89	91.75	19	19.59
76	457	406	88.84	131	28.67
77	100	89	89.00	18	18.00
78	96	90	93.75	20	20.83
79	71	67	94.36	18	25.35
80	241	237	98.34	76	31.54
81	361	311	86.14	98	27.15
82	102	87	85.29	18	17.65
83	58	51	87.93	12	20.69
84	40	39	97.50	7	17.50
85	64	59	92.18	26	40.36
86	59	54	91.52	18	30.51
87	54	47	87.03	10	18.52
88	132	113	85.60	32	24.24
89	444	413	93.01	145	32.66
90	2	1	50.00	1	50.00
91	108	90	83.33	31	28.70
92	75	69	92.00	17	22.67
93	5	5	100.00	0	0.00
94	148	136	91.89	40	27.03
95	190	185	97.36	36	18.95
96	63	63	100.00	15	23.81
97	356	321	90.16	108	30.34
98	6	6	100.00	5	83.33
99	1227	1013	82.55	504	41.08
100	250	240	96.00	151	60.40
101	261	226	86.59	83	31.80
102	214	188	87.85	63	29.44
103	318	281	88.36	106	33.33
104	3	3	100.00	2	66.67
105	313	251	80.19	80	25.56
106	14	13	92.85	3	21.43
107	59	54	91.52	15	25.42
108	4	3	75.00	1	25.00
109	294	280	95.23	59	20.07
110	421	396	94.06	114	27.08
111	466	423	90.77	136	29.18

Institutions	Total Faculty	Faculty Holding Advanced Degrees			
		Master's		Doctor's	
		Number	Per cent	Number	Per cent
112	498	429	86.14	273	54.82
113	118	94	79.66	24	20.34
114	100	91	91.00	20	20.00
115	51	42	82.35	9	17.65
116	29	26	89.65	5	17.24
117	101	95	94.05	34	33.66
118	122	113	92.62	23	18.85
119	84	74	88.09	25	29.76
120	93	84	90.32	21	22.58
121	361	332	91.96	140	38.78
122	146	139	95.20	47	32.19
123	460	421	91.52	211	45.87
124	56	50	89.28	10	17.86
125	361	325	90.02	178	49.31
126	51	47	92.15	16	31.37
127	24	24	100.00	6	25.00
128	1	1	100.00	1	100.00
129	251	227	90.43	49	19.52
130	237	235	99.15	78	32.91
131	55	54	98.18	28	50.91
132	85	81	95.29	22	25.88
133	41	39	95.12	9	21.95
134	56	40	71.42	9	16.07
135	69	57	82.60	13	18.84
136	119	112	94.11	21	17.65
137	6	5	83.33	3	50.00
138	74	70	94.59	19	25.68
139	125	120	96.00	62	49.60
140	14	12	85.71	1	7.14
141	94	84	89.36	59	62.77
142	535	517	96.63	221	41.31
143	77	70	90.90	16	20.78
144	83	74	89.15	18	21.69
145	78	75	96.15	20	25.64
146	77	69	89.61	21	27.27
147	50	48	96.00	15	30.00
148	118	105	88.98	35	29.66
149	68	66	97.05	23	33.82
150	84	79	94.04	16	19.05

Institutions	Total Faculty	Faculty Holding Advanced Degrees			
		Master's		Doctor's	
		Number	Per cent	Number	Per cent
151	93	84	90.32	21	22.58
152	92	90	97.82	17	18.48
153	64	60	93.75	20	31.25
154	52	51	98.07	20	38.46
155	228	215	94.29	58	25.44
156	49	44	89.79	15	30.61
157	97	94	96.90	22	22.68
158	69	59	85.50	25	36.23
159	73	67	91.78	26	35.62
160	69	65	94.20	17	24.64
161	72	63	87.50	19	26.39
162	82	74	90.24	17	20.73
163	1141	968	84.83	546	47.85
164	2	2	100.00	2	100.00
165	786	700	89.05	428	54.45
166	38	35	92.10	8	21.05
167	328	313	95.42	161	49.09
168	202	197	97.52	69	34.16
169	88	79	89.77	21	23.86
170	109	92	84.40	19	17.43
171	83	72	86.74	16	19.28
172	143	128	89.51	42	29.37
173	439	419	95.44	238	54.21
174	17	16	94.11	1	5.88
175	13	11	84.61	0	0.00
176	34	31	91.17	12	35.29
177	61	52	85.24	20	32.79
178	85	74	87.04	30	35.29
179	55	50	90.90	25	45.45
180	110	109	91.59	59	53.64
181	45	37	82.22	12	26.67
182	50	44	88.00	13	26.00
183	56	45	80.35	17	30.36
184	116	110	94.82	27	23.28
185	498	465	93.37	295	59.24
186	9	8	88.88	0	0.00
187	15	13	86.66	0	0.00
188	28	23	82.14	6	21.43
189	11	9	81.81	0	0.00

Institution	Total Faculty	Faculty Holding Advanced Degrees			
		Master's		Doctor's	
		Number	Per cent	Number	Per cent
190	38	37	97.36	6	15.79
191	22	17	77.27	1	4.55
192	31	26	83.87	4	12.90
193	20	15	75.00	1	5.00
194	36	25	69.44	1	2.78
195	47	39	82.97	11	23.40
196	10	9	90.00	5	50.00
197	153	146	95.42	54	35.29
198	62	52	83.87	28	45.16
199	23	19	82.60	15	65.22
200	138	130	94.20	43	31.16
201	57	54	94.73	14	24.56
202	51	49	96.07	11	21.57
203	104	97	93.26	30	28.85
204	65	61	93.84	23	35.38
205	95	88	93.61	42	44.21
206	409	326	79.70	93	22.74
207	104	100	96.15	48	46.15
208	170	167	98.23	95	55.88
209	36	31	86.11	15	41.67
210	65	52	80.00	20	30.77
211	44	37	84.09	11	25.00
212	48	43	89.53	10	20.83
213	39	36	92.30	12	30.77
214	45	29	64.44	9	20.00
215	14	2	14.28	0	0.00
216	58	51	87.93	18	31.03
217	624	582	93.26	219	35.10
218	346	276	79.76	103	29.77
219	58	55	94.82	15	25.86
220	21	20	95.23	7	33.33
221	68	58	85.29	20	29.41
222	2	0	0.00	0	0.00
223	55	47	85.45	13	23.64
224	98	93	94.89	57	58.16
225	326	296	90.79	78	23.93
226	239	212	88.70	68	28.45
227	7	6	85.71	3	42.86

Institution	Total Faculty	Faculty Holding Advanced Degrees			
		Master's		Doctor's	
		Number	Per cent	Number	Per cent
228	41	40	97.56	9	21.95
229	43	41	95.34	13	30.23
230	65	58	89.23	13	20.00
231	166	138	83.13	46	27.71
232	75	68	90.66	41	54.67
233	948	896	94.51	492	51.90
234	156	137	87.82	25	16.03
235	83	81	97.59	51	61.45
236	106	93	87.73	31	29.25
237	30	30	100.00	2	6.67
238	393	386	98.21	285	72.52
239	149	136	91.2[illegible]	51	34.23
240	16	15	93.75	2	12.50
241	876	782	89.26	427	48.74
242	4	4	100.00	2	50.00
243	420	399	95.00	182	43.33
244	82	80	97.56	38	46.34
245	377	306	81.16	121	32.10
246	103	93	90.29	23	22.33
247	49	34	69.38	0	0.00
248	40	36	90.00	13	32.50
249	399	318	79.69	115	28.82
250	110	90	81.81	19	17.27
251	73	61	83.56	16	21.92
252	57	55	96.49	13	22.81
253	103	85	82.52	25	24.27
254	345	314	91.01	119	34.49
255	4	1	25.00	0	0.00
256	47	46	97.87	12	25.53
257	7	7	100.00	1	14.29
258	237	199	83.96	77	32.49
259	321	252	78.50	90	28.04
260	9	9	100.00	9	100.00
261	105	99	94.28	43	40.95
262	142	132	92.95	39	27.46
263	184	175	95.10	46	25.00
264	9	9	100.00	9	100.00
265	327	304	92.96	245	74.92
266	66	53	80.30	6	9.09
267	148	128	86.48	48	32.43

Institution	Total Faculty	Faculty Holding Advanced Degrees			
		Master's		Doctor's	
		Number	Per cent	Number	Per cent
268	296	277	93.58	101	34.12
269	5	5	100.00	2	40.00
270	115	102	88.69	28	24.35
271	489	426	87.11	210	42.94
272	67	61	91.04	23	34.33
273	327	284	86.85	114	34.86
274	299	291	97.32	123	41.14
275	99	82	82.82	23	23.23
276	444	377	84.90	172	38.74
277	245	211	86.12	86	35.10
278	56	52	92.85	15	26.79
279	208	197	94.71	57	27.40
280	1137	811	71.32	371	32.63
281	89	83	93.25	23	25.84
282	336	305	90.77	154	45.83
283	247	229	92.71	100	40.49
284	17	8	47.05	0	0.00
285	154	145	94.15	80	51.95
286	85	82	96.47	42	49.41
287	931	703	75.51	386	41.46
288	68	64	94.11	20	29.41
289	1341	1249	93.13	895	66.74
290	6	6	100.00	3	50.00
291	49	44	89.79	13	26.53
292	305	227	74.42	66	21.64
293	65	60	92.30	16	24.62
294	323	298	92.26	163	50.46
295	446	376	84.30	135	30.27
296	610	464	76.06	89	14.59
297	76	70	92.10	17	22.37
298	60	57	95.00	24	40.00
299	46	42	91.30	24	52.17
300	183	158	86.33	28	15.30
301	92	86	93.47	46	50.00
302	119	118	99.15	30	25.21
303	113	98	86.72	30	26.55
304	194	185	95.36	47	24.23
305	58	56	96.55	31	53.45
306	44	36	81.81	4	9.09

Institution	Total Faculty	Faculty Holding Advanced Degrees			
		Master's		Doctor's	
		Number	Per cent	Number	Per cent
307	11	11	100.00	6	54.55
308	185	164	88.64	55	29.73
309	62	51	82.25	27	43.55
310	81	73	90.12	39	48.15
311	5	5	100.00	4	80.00
312	91	76	83.51	24	26.37
313	39	38	97.43	8	20.51
314	73	69	94.52	35	47.95
315	267	210	78.65	103	38.58
316	599	512	85.47	349	58.26
317	32	29	90.62	4	12.50
318	81	78	96.29	30	37.04
319	13	13	100.00	4	30.77
320	14	11	78.57	0	0.00
321	161	149	92.54	69	42.86
322	108	95	87.96	44	40.74
323	228	212	92.98	56	24.56
324	211	199	94.31	50	23.70
325	86	77	64.70	19	22.09
326	119	103	86.55	65	54.62
327	6	4	66.66	1	16.67

Table VII

Percentage of Faculty Members in Four-Year Colleges Holding Years of Advanced Study by Institution

Institution	Total Faculty Members	Percentage of Faculty Holding Advanced Study	
		Two years	Three years or more
1	128	12.50	30.47
2	83	22.89	62.65
3	68	2.94	35.29
4	78	6.41	61.54
5	140	24.29	27.14
6	160	13.12	56.25
7	64	17.19	45.31
8	194	11.34	32.47
9	36	16.67	61.11
10	1	100.00	0.00
11	62	9.68	56.45
12	45	24.44	55.56
13	47	17.02	61.70
14	91	23.08	53.85
15	54	22.22	53.70
16	46	17.39	67.39
17	160	25.62	45.62
18	224	20.09	52.23
19	603	15.92	67.00
20	105	21.90	49.52
21	136	15.44	73.53
22	86	16.28	34.88
23	59	62.71	30.51
24	230	29.57	43.91
25	37	10.81	56.76
26	68	1.47	88.24
27	85	32.94	51.76
28	10	20.00	80.00
29	87	6.90	48.28
30	75	13.33	74.67
31	146	10.96	61.64

Institution	Total Faculty Members	Percentage of Faculty Holding Advanced Study	
		Two years	Three years or more
32	2	0.00	50.00
33	1265	8.70	77.87
34	629	16.69	58.66
35	430	35.35	60.47
36	95	16.84	61.05
37	25	8.00	92.00
38	19	26.32	31.58
39	86	13.95	79.07
40	88	37.50	37.50
41	75	21.33	62.67
42	108	35.19	40.74
43	70	12.86	48.57
44	3	0.00	33.33
45	46	13.04	60.87
46	325	8.00	75.69
47	28	21.43	60.71
48	88	23.86	51.14
49	476	13.66	58.61
50	91	13.19	40.66
51	436	19.95	65.83
52	80	27.50	47.50
53	226	16.37	57.08
54	42	0.00	40.48
55	114	12.28	67.54
56	3	66.67	0.00
57	55	14.55	50.91
58	49	16.33	57.14
59	48	20.83	52.08
60	25	36.00	44.00
61	86	17.44	52.33
62	53	28.30	49.06
63	28	14.29	60.71
64	1063	0.09	64.72
65	127	28.35	54.33
66	61	27.87	57.38
67	159	13.84	52.20
68	20	30.00	20.00
69	65	7.69	33.85
70	119	22.69	36.97

Institution	Total Faculty Members	Percentage of Faculty Holding Advanced Study	
		Two years	Three years or more
71	126	29.37	47.62
72	67	28.36	38.81
73	48	22.92	52.08
74	57	12.28	75.44
75	97	25.77	43.30
76	457	21.44	47.05
77	100	11.00	27.00
78	96	30.21	58.33
79	71	19.72	30.99
80	241	28.63	19.92
81	361	26.59	41.00
82	102	14.71	31.37
83	58	22.41	25.86
84	40	17.50	35.00
85	64	10.94	78.13
86	59	28.81	52.54
87	54	31.48	46.30
88	132	21.97	55.30
89	444	15.32	49.77
90	2	0.00	100.00
91	108	24.07	43.52
92	75	21.33	32.00
93	5	60.00	40.00
94	148	22.30	41.89
95	190	25.26	32.11
96	63	17.46	49.21
97	356	20.22	48.60
98	6	0.00	100.00
99	1227	20.13	62.84
100	250	16.40	74.00
101	261	12.64	65.13
102	214	23.83	41.12
103	318	22.01	55.35
104	3	0.00	100.00
105	313	22.68	42.49
106	14	7.14	92.86
107	59	25.42	50.85
108	4	25.00	50.00

Institution	Total Faculty Members	Percentage of Faculty Holding Advanced Study	
		Two years	Three years or more
109	294	35.71	26.19
110	421	23.99	51.07
111	466	17.81	38.41
112	498	12.85	68.27
113	118	26.27	50.85
114	100	27.00	45.00
115	51	15.69	27.45
116	29	24.14	58.62
117	101	22.77	45.54
118	122	36.07	30.33
119	84	17.86	63.10
120	93	27.96	44.09
121	361	16.62	62.05
122	146	23.97	50.68
123	460	13.91	63.91
124	56	30.36	51.79
125	361	12.47	51.80
126	51	11.76	52.94
127	24	25.00	58.33
128	1	0.00	100.00
129	251	23.90	36.65
130	237	23.21	38.40
131	55	21.82	58.18
132	85	16.47	56.47
133	41	9.76	46.34
134	56	8.93	60.71
135	69	27.54	26.09
136	119	23.53	42.86
137	6	16.67	50.00
138	74	31.08	50.00
139	125	18.40	64.00
140	14	50.00	42.86
141	94	5.32	87.23
142	535	17.76	57.01
143	77	40.26	41.56
144	83	21.69	34.94
145	78	28.21	60.26
146	77	19.48	57.14
147	50	38.00	50.00
148	118	15.25	49.15

Institution	Total Faculty Members	Percentage of Faculty Holding Advanced Study	
		Two years	Three years or more
149	68	36.76	54.41
150	84	21.43	58.33
151	93	30.11	40.86
152	92	27.17	45.65
153	64	21.88	53.13
154	52	32.69	48.08
155	228	22.37	64.91
156	49	14.29	61.22
157	97	30.93	40.21
158	69	14.49	50.72
159	73	17.81	57.53
160	69	18.84	65.22
161	72	25.00	47.22
162	82	21.95	48.78
163	1141	14.37	71.34
164	2	0.00	100.00
165	786	13.74	67.81
166	38	26.32	63.16
167	328	20.43	67.99
168	202	27.72	53.96
169	88	25.00	36.36
170	109	24.77	39.45
171	83	27.71	34.94
172	143	13.99	54.55
173	439	14.81	70.39
174	17	23.53	5.88
175	13	30.77	15.38
176	34	14.71	76.47
177	61	18.03	68.85
178	85	16.47	63.53
179	55	14.55	70.91
180	110	8.18	83.64
181	45	22.22	42.22
182	50	16.00	62.00
183	56	21.43	55.36
184	116	19.83	44.83
185	498	11.04	77.91
186	9	22.22	11.11
187	15	46.67	20.00
188	28	21.43	57.14

Institution	Total Faculty Members	Percentage of Faculty Holding Advanced Study	
		Two years	Three years or more
189	11	27.27	18.18
190	38	28.95	55.26
191	22	18.18	50.00
192	31	25.81	54.84
193	20	30.00	25.00
194	36	27.78	16.67
195	47	51.06	21.28
196	10	0.00	50.00
197	153	20.92	56.86
198	62	8.06	72.58
199	23	13.04	65.22
200	138	17.39	46.38
201	57	15.79	77.19
202	51	19.61	60.78
203	104	26.92	55.77
204	65	13.85	56.92
205	95	18.95	64.21
206	409	23.72	39.36
207	104	15.38	72.12
208	170	15.88	63.53
209	36	16.67	63.89
210	65	29.23	56.92
211	44	18.18	34.09
212	48	22.92	60.42
213	39	30.77	48.72
214	45	15.56	48.89
215	14	7.14	0.00
216	58	27.59	51.72
217	624	21.31	52.24
218	346	9.54	38.15
219	58	25.86	62.07
220	21	23.81	66.67
221	68	14.71	70.59
222	2	0.00	0.00
223	55	16.36	47.27
224	98	11.22	74.49
225	326	31.90	45.09
226	239	20.50	52.30
227	7	0.00	57.14

Institution	Total Faculty Members	Percentage of Faculty Holding Advanced Study	
		Two years	Three years or more
228	41	17.07	51.22
229	43	18.60	67.44
230	65	24.62	56.92
231	166	17.47	41.57
232	75	13.33	81.33
233	948	8.54	55.70
234	156	20.51	30.13
235	83	2.41	90.36
236	106	24.53	52.83
237	30	56.67	43.33
238	393	3.56	88.04
239	149	18.12	52.35
240	16	31.25	12.50
241	876	13.13	68.49
242	4	0.00	50.00
243	420	20.24	63.10
244	82	7.32	64.63
245	377	18.83	53.58
246	103	15.53	66.02
247	49	16.33	6.12
248	40	12.50	50.00
249	399	17.29	56.64
250	110	30.00	43.64
251	73	5.48	31.51
252	57	8.77	87.72
253	103	11.65	26.21
254	345	15.36	53.33
255	4	25.00	0.00
256	47	0.00	48.94
257	7	14.29	14.29
258	237	15.19	45.15
259	321	16.82	54.52
260	9	0.00	88.89
261	105	20.00	49.52
262	142	26.06	33.10
263	184	29.35	51.63
264	9	0.00	100.00
265	327	5.81	82.26
266	66	24.24	36.36
267	148	20.27	57.43

Institution	Total Faculty Members	Percentage of Faculty Holding Advanced Study	
		Two years	Three years or more
268	296	19.93	47.64
269	5	20.00	60.00
270	115	28.70	38.26
271	489	11.66	68.10
272	67	25.37	55.22
273	327	19.27	59.02
274	299	7.36	45.82
275	99	20.20	47.47
276	444	18.69	57.88
277	245	10.20	46.94
278	56	25.00	50.00
279	208	16.83	65.87
280	1137	20.49	39.49
281	89	28.09	59.55
282	336	19.94	61.61
283	247	17.81	64.37
284	17	29.41	11.76
285	154	18.83	66.88
286	85	16.47	78.82
287	931	13.10	60.58
288	68	16.18	76.47
289	1341	8.35	12.90
290	6	33.33	66.67
291	49	22.45	57.14
292	305	9.84	34.43
293	65	16.92	43.08
294	323	19.20	66.87
295	446	17.26	45.07
296	610	28.85	29.18
297	76	14.47	42.11
298	60	25.00	58.33
299	46	2.17	80.43
300	183	17.49	43.17
301	92	17.39	66.30
302	119	34.45	36.97
303	113	17.70	57.52
304	194	25.26	52.58
305	58	6.90	81.03
306	44	22.73	50.00

Institution	Total Faculty Members	Percentage of Faculty Holding Advanced Study	
		Two years	Three years or more
307	11	9.09	90.91
308	185	10.81	35.14
309	62	11.29	67.74
310	81	16.05	66.67
311	5	0.00	40.00
312	91	24.18	56.04
313	39	15.38	56.41
314	73	19.18	69.86
315	267	16.48	58.43
316	599	7.18	66.28
317	32	46.88	31.25
318	81	19.75	55.56
319	13	15.38	69.23
320	14	14.29	42.86
321	161	16.77	67.08
322	108	7.41	56.48
323	228	30.70	42.11
324	211	25.59	51.66
325	86	24.42	39.53
326	119	10.92	74.79
327	6	16.67	83.33

Table VIII

Number and Percentage of Four-Year College Faculty Members by Size of Teaching Department and Years of Advanced Study

Size of Department	Number of Departments	Years of Advanced Study	Instructors Number	Instructors Per cent
1-3	711	0	92	5.9
		1	282	18.2
		2	285	18.4
		3+	891	57.5
		Sub Total	1550	100.0
4-6	757	0	294	7.9
		1	695	18.8
		2	636	17.2
		3+	2077	56.1
		Sub Total	3702	100.0
6 or more	1809	0	4543	9.8
		1	8471	18.4
		2	8145	17.6
		3+	25,000	54.2
		Sub Total	46,159	100.00
Grand Total	3277		51,411	